

USAID/CAMBODIA

RESULTS REVIEW and RESOURCE REQUEST (R4)

FY 2001

April 1999

Please Note:

The attached FY 2001 Results Review and Resource Request ("R4") was assembled and analyzed by the country or USAID operating unit identified on this cover page.

The R4 is a "pre-decisional" USAID document and does not reflect results stemming from formal USAID review(s) of this document.

Related document information can be obtained from:

USAID Development Experience Clearinghouse
1611 N. Kent Street, Suite 200
Arlington, VA 22209-2111
Telephone: 703/351-4006 Ext. 106
Fax: 703/351-4039
Email: docorder@dec.cdie.org
Internet: <http://www.dec.org>

Released on or after Oct. 1, 2001

TABLE OF CONTENTS

SECTION	TITLE	PAGE
Part I	R4 Overview	1
Part II	Results Review	
SO1	Strengthened Democratic Processes and Respect for Human Rights	4
SO 2	Improved Maternal and Child Health	11
SpO 1	Enhanced Assistance for War & Mine	19
SpO 2	Reduced Transmission of STIs & HIV/AIDS	24
SpO 3	Expanded Access to Sustainable Financial Services	32
Part III	Resource Request for FY 2000 Field Support Table	
Part IV	Workforce and OE Workforce Operating Expenses Controller Operations	
Part V	Annexes Updated Results Framework Environmental Impact	

R4 OVERVIEW

For the first time in 30 years, there is no fighting in Cambodia. A new coalition government, elected by the people, has been formed and is operating; a National Assembly and a newly constituted Senate have been seated; and donors have returned to respond to Cambodia's request for development assistance. With the reinstitution of stability, the leaders of Cambodia are at a crossroads. They can choose to follow the road to reform, good governance and development. Or, as has occurred so often before, they can choose to follow the road to broken promises and a continuation of the political intrigues, corruption and violence that have for so long characterized life in Cambodia. The choice is theirs as is the recognition that an unprecedented window of opportunity has been opened. While no one can say how long that window will remain open, there is cautious optimism that it will stay open to harbor in positive change.

This is the environment in which we work, like someone with a foot on each side of an unsteady fulcrum, trying to be prepared to adjust our needs and program to each precarious shift of the balance. We will convey that uneasy balance in this R4 – to communicate what we're achieving in our current phased-back mode, what changes will be required if we scale-up halfway and what we could achieve if the window remains open and we can fully scale back up. We are operating this year at 31% of the resource level we requested two years ago. The resources support implementation of only two of four strategic objectives and two of three special objectives of our approved strategic plan. We are not authorized to work directly with the Cambodian government but can work only with NGOs. This scaled-back program is a direct result of the July 1997 political violence and it continues in a reduced state owing to perceived flaws in elections in July 1998 and controversy over appropriate justice for remaining Khmer Rouge leaders. Within these restrictions, however, the results we are achieving are solid and substantial.

Development and strengthening of indigenous NGOs has been and continues to be a cornerstone and cross-cutting theme of USAID's program in Cambodia. While the concept of local public interest or development-oriented NGOs was virtually unknown in the late 80s, today there are 250 such local organizations. USAID has directly supported the development and/or nurturing of approximately one-quarter of these NGOs, many of which are acknowledged as the strongest in their respective sectors or provinces or specialized institutions of excellence from a national perspective. These NGOs are replacing international PVOs in providing training, technical assistance, information exchange and advocacy support, thus strengthening the role of Cambodian NGOs in the reconstruction and development of their country.

In the *democracy* area, NGOs played major roles in restoring democratic momentum, in completion of a national election in July 1998 with 93% voter turnout, in election and human rights monitoring and in providing legal aid in 83% of Cambodia's courts through a public defenders program. Management and advocacy training was also provided to build NGO capacity and to strengthen civil society. Given the complicated and troubled legacy of the past 30 years, a seamless, lineal transition to democracy in Cambodia cannot be expected. Small, deliberate steps are the key here, and the mission believes its strategy and efforts have significantly encouraged and assisted the progress which has been made.

In *maternal and child health* over the past year, NGOs provided maternal and child health services to more than 120,000 women and children. One NGO with four clinics and community-based distribution in only six of Cambodia's 23 provinces provided a volume of reproductive health services equivalent to between 25% and 30% of the volume provided by the entire nationwide public-sector program. Another NGO achieved a doubling in contraceptive prevalence from 11% to 22% in its project area in just three years. Staff in rural health centers in six districts learned and applied skills and methods which resulted in better client care. In a remote Northeast Cambodia project area, the percentage of the population with access to clean water was increased to 30% from a baseline of 13% three years ago.

In *HIV/AIDS prevention*, USAID's assistance emphasizes decreasing the number of sexually transmitted diseases and HIV transmission in high-risk populations. In 1998, 11.7 million condoms were sold, with 30% of the sales in brothels and bars where the target population is most effectively reached. In an effort to develop NGO capacity in HIV/AIDS prevention and care, the Khmer HIV/AIDS Alliance (KHANA) is training and supporting 18 Cambodian community-based organizations nationwide to raise AIDS awareness and to provide AIDS prevention and care services. State-of-the-art formative research was conducted and disseminated. As a result, for the first time ever, policy makers, implementing organizations and other donors now know the scope of IEC materials available in the country, the exact location of commercial sex establishments and the extent of condom availability in key geographic areas.

In *microfinance*, the one economic growth activity remaining in the mission's portfolio, NGOs make formal savings programs and credit available to the rural and urban poor. In 1998, 85,000 clients, over 90% of them women, received loans totaling \$5.5 million from 12,500 village banks. These remarkable numbers, driven by the strong grassroots demand for credit, exceeded the client target by 41% and the village bank target by 67%. In further tribute to the program's strength, the USAID-funded credit providers have achieved 70% operational self-sufficiency. In response, USAID proposes to establish sustainable microfinance services as a special objective.

Under the *war and mine victims assistance* program, implementing partners exceeded targets for provision of prosthetic devices by 50% and provided appropriate follow-up care for all treated individuals. In a remote northern province, assistance for a community-based silk weaving income-generation project for disabled women is so successful that women who were formerly society's outcasts have now become wives and mothers and have set up their own small businesses. Fifty percent more coordinating networks and support groups than were originally planned are established and facilitating coordinated assistance to the disabled, including war and mine victims. As an example, the National Center for Disabled Persons instituted a new system of linking disabled persons with employment, training and rehabilitation opportunities -- the only systematic process in Cambodia for linking disabled persons with service organizations.

There are at least two factors that have produced so much progress in USAID's program despite the policy and legal restrictions, reduced funds, civil unrest and warfare, instability and absence of effective rule of law. The first of these is the entrepreneurial skill, the determination to survive and succeed, and the willingness to try new ideas of the Cambodian people. The second is the evolution and maturation of civil society in Cambodia. With the newly attained peace and an improving political atmosphere, the potential for progress in the future here is even greater.

Strategic Objective 1: Strengthened Democratic Processes and Respect for Human Rights

Overall Performance Assessment: On Track

SUMMARY

Democracy has advanced, if unevenly, in Cambodia during the past year. There is no question that the national elections in July 1998 were flawed when the election is viewed in its larger context, including the pre- and post-election periods, and not just as a one-day-event. On the other hand, with over 93% of registered voters casting their ballots and over 60% voting against the ruling party, no one can say that democracy isn't alive. Human rights abuses, and protection from prosecution for those who commit them, have continued although at a somewhat reduced level in the past few months. And yet a coalition government has been formed, a window of opportunity has opened; there is peace for the first time in recent memory. Given the complicated and troubled legacy of the past 30 years, a seamless, lineal transition to democracy in Cambodia cannot be expected. Small, deliberate steps are the key here. The mission feels that its strategy and efforts, which directly support USAID's goal *to build sustainable democracies* and which is also the number one priority goal in the Mission Performance Plan, have encouraged and assisted what progress has been made.

Human rights NGOs have demonstrated their growing strength and savvy in many ways. The fact that human rights violations are being reported and investigated is a major step forward. The December toxic dumping case in Sihanoukville is a case in point. A group of concerned citizens complained to a human rights organization about the health hazard posed by toxic waste dumped in their community by an offshore company. Before this, a citizens group protesting about such issues had been unheard of. Although NGO workers were arrested following demonstrations over the dumping, their later release on bail lends credence to the gradually improving climate of rule of law. USAID-supported NGOs were also prominent in supporting the 1998 elections in the areas of voter education and monitoring, where they successfully emphasized long-term participation in and sustainability of the election process rather than a particular political outcome. These are promising signs of hope, not of despair.

KEY RESULTS

Over the past year USAID/Cambodia has continued to make progress in the three key intermediate results designed to meet this SO: (1) Human rights: Reporting and investigation of human rights abuses continues to grow as NGOs spread their message more widely, in spite of the slow pace and low level of accountability for such abuses. Strengthening the sustainability and impact of local human rights organizations is vital to this effort, and USAID grantees continue to both monitor and educate the public on human rights issues. An indicator of success in these areas is the FY 1998 increase, from 33% to 39%, of reported human rights abuses which were resolved. (2) Elections: It is vital to democracy in Cambodia to build a system for transparent, multi-party elections. USAID was instrumental in the establishment of three indigenous election monitoring organizations which fielded over 22,000 monitors countrywide for the 1998 national elections and worked to raise voter awareness. This monitoring effort was truly an inspiring display of commitment to the country's progress down the democratic path. These same groups will play a critical role in the upcoming communal elections, which are currently scheduled for FY 2000. (3) Legal sector: Increasing respect for the rule of law and the

upholding of citizens' rights remains a major goal. 1998 saw USAID/Cambodia continue its efforts in this area by strengthening legal aid and public defender services and helping to increase the numbers of the country's legal practitioners from 180 to 233 in FY 1998. This progress has resulted in increased legal representation for Cambodia's most poor and vulnerable.

PERFORMANCE AND PROSPECTS

In response to the July 1997 violence, the U.S. Government suspended two-thirds of its \$37 million aid program in Cambodia and imposed corresponding legislative and policy restrictions on all remaining assistance. These restrictions included a prohibition against assisting or working directly with the Royal Government of Cambodia (RGC) in development activities, such as in the courts, the National Assembly, or the various ministries. In light of these continuing restrictions, and given the nature of Cambodia's current political environment, performance with respect to this SO over the past year has been understandably constrained. Nevertheless, USAID assistance, even on the current limited basis, continues to play an important role in the country's democratic transition. It is our hope, however, that policy considerations and resource availability will permit us to play an even more pivotal role in helping shape Cambodia's nascent democratic institutions.

Over the past year USAID-funded grantees have worked to promote government accountability and strengthen civil society by, among other means: pursuing specific human rights abuses; establishing a nationwide human rights education network (with components of that network utilizing, among others, teachers and monks and other community leaders); strengthening organizations involved in public advocacy, including the most visible indigenous human rights organizations and the Cambodian Bar Association; increasing the presence of public defenders in Cambodian courtrooms; supporting internationally recognized labor practices; building a successful community legal education program; and strengthening civil society by building NGO capacity, including training in community development and community organizing at the most local levels. As mentioned earlier, USAID-supported Cambodian NGOs were also prominent in supporting preparations for the 1998 parliamentary elections in the areas of voter-education and monitoring. In addition, USAID grantees -- the National Democratic Institute (NDI) and the International Republican Institute (IRI) -- provided election support that emphasized long-term popular participation in and sustainability of the election process rather than a particular political outcome.

Women's rights is a cross-cutting theme in USAID/Cambodia's democracy program. In addition to the continuing work being done with USAID support by such local NGOs as the Women's Media Center and Women for Prosperity's leadership training, an increased effort was made last year to tackle issues surrounding gender-based abuse, including the illegal trafficking of women and girls. The Cambodian Women's Crisis Center, supported by USAID through The Asia Foundation, expanded the services offered at its crisis center/safe house, where it offers shelter, counseling, and reintegration programs for women victims of violence and forced prostitution. In the last six months of FY 1998 alone, these services resulted in assistance to 160 women and children. USAID/Cambodia also participated in the January 1999 visit of the Regional Anti-Trafficking Initiative Design Team; it is hoped that the team's recommendations will include a focus on these issues in Cambodia.

The majority of funds allocated for FY 2000 under this SO will be used to continue to strengthen the areas discussed above. In addition to any new projects identified in a Spring '99 strategy assessment, The Asia Foundation (TAF) -- currently the largest grantee under the program -- will continue supporting local organizations engaged in protecting human rights, furthering public policy making, and implementing nationwide good governance programs aimed at the local level. Private Agencies Collaborating Together (Pact) is currently supporting 14 indigenous organizations, including community-based development organizations, individual NGOs focusing on training in community development and advocacy and NGO networks and support groups.

As part of an effort to help strengthen the formal legal system and help end the country's continuing climate of impunity, USAID intends to focus its ongoing rule of law program in Cambodia towards its successful programs, most notably the International Human Rights Law Group's (IHLRG) public defender/legal aid project.

Prospects in these areas will depend much on developments in the local political situation since the direction of USAID/Cambodia's democracy program will in part depend on response from Washington to those developments.

POSSIBLE ADJUSTMENTS TO PLANS

The events of the past year and a half and resulting policy and legal restrictions have delayed USAID's intensive review of its democracy and rule of law strategy. Given the recently improved local political climate, and in anticipation of removal of program restrictions as well as anticipation of increased funding, the time is now right for that review. Building on what has been accomplished under the Democratic Initiatives Project (1992-2000), USAID is currently undertaking, in conjunction with USAID/Washington, a major sector strategy assessment -- and possible redesign of the SO -- to determine its second generation democracy and rule of law programs. It is anticipated that activities identified for assistance will be procured competitively and get underway without interruption in FY 2000. In addition, limited funding may be available to support the upcoming local (commune-level) elections -- elections which will force previously appointed local officials to run for office.

OTHER DONOR PROGRAMS

Japan, France, Australia, Canada, Sweden, the World Bank and various UN agencies -- especially the United Nations Centre for Human Rights -- are the other major donors working in the democracy sector in Cambodia. Japan is active in the drafting of legal codes and advising the Ministry of Justice. France provides training and technical assistance to the judicial system, the police, and the Faculty of Law. Australia provides assistance in the areas of good governance, human rights education, and the criminal justice system. Canada has a small grant program aimed at institutional and legal development and has provided support for professionalization of the National Assembly. Sweden focuses on strengthening civil society. The World Bank funds legal advisors to several ministries and is developing a project to more effectively implement Cambodia's Labor Law.

Coordination of assistance plans and activities among the donors in specific areas has been good. An example of this is the close cooperation of the many donors that came together to support the 1998 elections. USAID is also working to increase overall cooperation among the donors. This

effort is particularly timely as the mission undertakes the process of assessing its DG strategy and planning for the program's next generation of activities.

PRINCIPAL CONTRACTORS, GRANTEES OR AGENCIES

Current grantees include The Asia Foundation (TAF), the International Human Rights Law Group (IHRLG), Private Agencies Collaborating Together (Pact), and the University of San Francisco (USF).

STRATEGIC OBJECTIVE 1: Strengthened Democratic Processes and Respect for Human Rights			
APPROVED: 6/25/97 COUNTRY/ORGANIZATION: USAID/Cambodia			
RESULT NAME: IR 2: System established for transparent, multi-party elections			
INDICATOR: Percent of electorate voting			
UNIT OF MEASURE: Percentage	YEAR	PLANNED	ACTUAL
SOURCE: National Electoral Commission Statistics	1993	N/A	98.5%
	1997	N/A	N/A
INDICATOR/DESCRIPTION: Percentage of registered voters voting.	1998	70%	93%
	1999	N/A	N/A
COMMENTS: Because of the presence in 1993 of UN peace-keeping forces, which served to increase public confidence in a peaceful polling process, the 1993 percentage was not used as a baseline for the 1998 elections. Instead, the 1998 target of 70% was provided by NGOs working in voter education and monitoring. The extraordinarily high turnout in 1998 was primarily the result of two factors. The first is the desire of the Cambodian people to be heard -- to have a voice in the country's still slow progress toward a more democratic government. The second is the nationwide voter education and training programs that were mounted by USAID, other international donors, and the Royal Government of Cambodia. Regarding the upcoming communal elections, the lower target of 80% is due to anticipation of fewer resources from USAID and other donors for voter education and other election-related activities.	2000	80%	

STRATEGIC OBJECTIVE 1: Strengthened Democratic Processes and Respect for Human Rights			
APPROVED: 6/25/97 COUNTRY/ORGANIZATION: USAID/Cambodia			
RESULT NAME: IR 2: System established for transparent, multi-party elections			
INDICATOR: Percent of polls monitored by trained citizens			
UNIT OF MEASURE: Percentage	YEAR	PLANNED	ACTUAL
SOURCE: Observation reports, TAF's final election report	1993	N/A	60%
	1997	N/A	N/A
INDICATOR/DESCRIPTION: Polls monitored by trained citizens.	1998	80%	94%
	1999	N/A	N/A
COMMENTS: 1993 saw a huge investment by the UN in the entire elections process; UNTAC provided financial assistance and logistical support at every stage, including monitoring. Still, it was felt that -- through a concentrated multi-donor effort -- the percentage of polls monitored in the 1998 national elections could be increased. (The 1998 target of 80% was provided by NGOs working in voter education and monitoring.) That goal was reached and exceeded: approximately 22,000 monitors were deployed, including 20,604 village and commune volunteers; more than 11,000 out of 11,699 polling stations were observed; and monitors were present at all commune counting centers. Regarding the upcoming communal elections, the lower target of 80% is due to anticipation of fewer resources from USAID and other donors for voter monitoring.	2000	80%	

STRATEGIC OBJECTIVE 1: Strengthened Democratic Processes and Respect for Human Rights			
APPROVED: 6/25/97 COUNTRY/ORGANIZATION: USAID/Cambodia			
RESULT NAME: IR 3: Strengthened outreach and impact of human rights organizations			
INDICATOR: Percent of human rights abuses reported, investigated, and resolved			
UNIT OF MEASURE: Percentage of total number of human rights complaints investigated that were resolved.	YEAR	PLANNED	ACTUAL
	1996	N/A	24%
SOURCE: LICADHO	1997	30%	33%
INDICATOR/DESCRIPTION: Human rights abuses as defined by the Cambodian Constitution. Total number of investigations = statistics from USAID-funded NGOs.	1998	35%	39%
	1999	40%	
COMMENTS: Human rights abuses, particularly by the military, police, and other armed forces, remain one of Cambodia's most pressing problems. For example, there were credible reports that members of the security forces tortured, beat, or killed some opposition party supporters before and after the July elections and during demonstrations in August and September. The Cambodian Government still lacks the political will and the financial resources to act effectively against persons who are suspected of being responsible for human rights abuses. Although statistical tracking is difficult because many cases go unreported, monitoring and investigation of rights abuses is vital to fighting the climate of impunity that continues to exist in Cambodia. The USAID-funded NGO LICADHO is on the front lines of this effort: founded in 1991, it was one of Cambodia's first NGOs in this sector and is active in 115 of the country's 181 districts.	2000	45%	

STRATEGIC OBJECTIVE 1: Strengthened Democratic Processes and Respect for Human Rights			
APPROVED: 6/25/97 COUNTRY/ORGANIZATION: USAID/Cambodia			
RESULT NAME: IR 3: Strengthened outreach and impact of human rights organizations			
INDICATOR: Increased sustainability of targeted indigenous human rights and civil society organizations.			
UNIT OF MEASURE: Number of sustainable NGO groups advocating for increased human rights and government accountability.	YEAR	PLANNED	ACTUAL
	1996	3	4
SOURCE: TAF and NGO reports	1997	5	7
	1998	5	8
INDICATOR/DESCRIPTION: Sustainable NGOs = USAID-funded organizations active in promoting human rights, public policy and democracy that would continue to function without external administrative support.	1999	9	
	2000	10	
COMMENTS: External support = all support except financial. Sustainable NGOs: Center for Social Development (CSD); Khmer Institute for Democracy (KID); Women For Prosperity (WFP); Cambodia Institute for Human Rights (CIHR); Cambodian Defenders Project (CDP); LICADHO; Women's Media Center (WMC); and Project Against Domestic Violence (PADV).			

Strategic Objective 2: Improved Maternal and Child Health

Overall Performance Assessment: On Track

SUMMARY

Strategic Objective 2 is USAID/Cambodia's response to the critical health needs of women and children in this country's transition from war-torn instability to post-conflict, sustainable development. Given the widespread severity of public health needs, SO2 focuses on decreasing infant and maternal mortality and increasing use of modern contraceptives through sound policy development, improved service delivery and increased accessibility and rational management of commodities. USAID/Cambodia's implementing partners are active in wide ranging fields such as training of health providers in quality reproductive health services and childhood infectious disease management, logistics management for the public and private sector, and broad-based community mobilization and empowerment. These activities dovetail perfectly with the Agency-wide strategic objective *to stabilize world population growth and protect human health* as well as the Mission Performance Plan goal *to improve Cambodia's reproductive health and child survival profile*. The past year was marked by a period of distraction and civil unrest due to a national election and associated political turmoil. Despite these events, USAID/Cambodia accomplished substantial results under this SO and met its expectations.

KEY RESULTS

Over the past year, key national level health policies in safe motherhood, voluntary surgical contraception, and micronutrients were implemented. As a result, sound foundations have been laid for the rational management, direction and implementation of future health interventions for Cambodia's mothers and children. In the service delivery arena, the Reproductive Health Association of Cambodia (RHAC), one of USAID's most successful private sector grantees, provided a volume of reproductive health services equal to approximately 25% to 30% of the volume provided by the entire public sector in the country -- a notable accomplishment given RHAC's four clinics and community-based distributors present in only six of Cambodia's 23 provinces. To improve the quality of service delivery, various categories of health center staff supported by USAID partners have received training in skills ranging from management of childhood infectious diseases, sexually transmitted diseases, and post-partum hemorrhage, to techniques for improving quality of care and using data for decision making. With regard to commodity accessibility, Population Services International recently reported that sales of *Number One* condoms during a week-long national holiday festival tripled and sales of *OK* oral contraceptives doubled over sales at the same festival the previous year, highlighting the demand for contraceptives provided through USAID's nationally recognized social marketing program. Finally, through the activities of Partners for Development, village development committees were established in 112 communities in a remote northeastern target area, leading to, among other results, the proportion of the population with access to clean water increasing from 13% to 30%.

PERFORMANCE AND PROSPECTS

Over the past year under IR 1, *leadership for quality MCH assumed by the public sector*, multiple implementing partners provided vital technical assistance for the development and implementation of an informed consent policy for surgical contraception, a pharmaceutical logistics management system, and training to improve quality of care for childhood illnesses. With assistance from

USAID partners, vitamin A distribution has now been integrated into routine EPI outreach efforts in over half of Cambodia's 23 provinces. As a result, 62% of children under five in targeted areas received Vitamin A capsules – 25% over the planned level. World Vision has supported nine health facilities to become centers of excellence in training for management of common childhood infectious diseases and to date, 35% of providers in the targeted facilities in four provinces have been trained.

During the next year, USAID will help support implementation of a national salt iodization program and will socially market this critically important micronutrient to the underserved populations at highest risk for iodine deficiency disorder, a disorder which remains prevalent in several parts of the country. In addition, USAID partners will continue to provide support for quality improvement programs at the facility level aimed at issues such as antenatal care, breastfeeding and tetanus vaccination. With Reproductive and Child Health Alliance (RACHA) support, guidelines for clinical management of safe motherhood and recently approved guidelines for additional reproductive health services will be implemented. Village development committees (VDCs) are now accepted by the Ministry of Rural Development (MRD) as the preferred mode of rural development. Based on their extensive experience with VDCs in the field, Partners for Development will continue to provide input to other NGOs into formulation of specific guidelines for creation and training of VDCs.

Over the past year under IR 2, *improved service delivery in the public and private sectors*, RACHA made significant progress in upgrading midwifery skills for reproductive health services staff through establishment of a Safe Motherhood Training Working Group and a Clinical Training Program. Further, a systematic process of examining and evaluating the quality of care provided in selected health centers has been institutionalized in selected RACHA target provinces. Health center staff have chosen to focus on issues such as improving diarrhea management, anemia prevention activities, breast feeding counseling and tetanus vaccination. In RACHA's target provinces, health advisors have assisted provincial staff to reorganize the health information system to use its data for decision making. Judging by the volume of training requests, RHAC is recognized by other organizations in Cambodia as the country's preeminent provider of training for high quality reproductive health service delivery. CARE and MSF have extended their support to over 43 health facilities in their target areas and trained personnel from all facilities in areas such as treatment of STDs, rational drug management, midwifery skills and diarrhea case management.

During the next year, USAID expects continued success from the quality improvement systems instituted at the health facility level – health facility staff are becoming more empowered to decide for themselves the most important health issues in their facilities and to devise strategies to resolve them. RHAC will work to increase client attendance by 25% to 30% over 1998 levels in its four clinics and through its community-based distribution network in its six provinces. Our clinic-based partners will continue to expand services in target areas through a combination of enhanced community health education and vaccination outreach efforts.

On IR 3, *improved MCH commodity accessibility and rational management*, Population Services International reported a 9.5% increase in sales of *Number One* condoms over the previous year's sales. After introducing *OK* oral contraceptives in September 1997, sales in 1998 surpassed

150,000 cycles, 50% above expectations due to the strong consumer demand. RACHA's logistics arm provided technical assistance to train all operational district pharmacists in the country in logistics and drug supply management. In conjunction with the stock level survey and the nascent logistics management information system, RACHA support has allowed development of a process to accurately assess, manage and account for the health systems' drugs and commodities. As a result, the frequency of drug stockouts will decrease, enhancing the quality of care and client satisfaction.

Over the next year, USAID expects expansion in sales of *Number One* condoms and *OK* oral contraceptives. With surveys showing that 84% of women of reproductive age have an unmet need for birth spacing, significant increases in couple-years of protection (CYPs) throughout our target areas are likely. In addition, the new logistics management system, implemented with RACHA support, will become fully operational and will also be used to forecast drug procurement needs, increasing the efficiency and cost effectiveness of the procurement process.

POSSIBLE ADJUSTMENTS TO PLANS

As this five-year strategic objective nears completion in FY 01, preliminary national health survey data indicate that SO level targets will have been achieved, perhaps by a significant degree in some cases. However, as Cambodia moves from post-conflict to relief and transition, then on to sustainable development, further attention to training, capacity building and institution and systems strengthening is paramount. That will require authorization to engage fully with government at all levels and increased resources, however. Given the importance of this attention, USAID/Cambodia will review this SO over the coming months to ensure that its interventions are maximally effective and best represent those most likely to achieve desired improvements in the health of women and children.

OTHER DONOR PROGRAMS

UNICEF supports the national immunization and essential drugs programs, as well as provincial health advisors in four provinces. WHO supports national-level vector control programs as well as providing technical advisors for health sector reform and the provincial health management teams in a number of provinces. UNICEF and WHO, together with the MOH, have taken the lead on the introduction and adaptation of the Integrated Management of Childhood Illness initiative. UNFPA supports a national-level reproductive health and birth spacing project in collaboration with the MOH as well as continuing analyses of the recently-collected national census data. The World Bank and Asian Development Bank support provincial-level health systems strengthening projects. GTZ provides technical support for the National Public Health Research Institute. AusAID provides technical support for primary health care activities at the provincial level. A coordination committee of host government, donor, international and implementing agencies meets monthly for joint review, planning and monitoring, and its effectiveness has made it a model for other sectors.

PRINCIPAL CONTRACTORS, GRANTEES OR AGENCIES

USAID/Cambodia implements its MCH activities through U.S., international, and local NGOs and cooperating agencies. Grantees include AVSC International, CARE International, Helen Keller International, John Snow, Inc., Medecins Sans Frontieres, Partners for Development, Population Services International, Reproductive Health Association of Cambodia, and World Vision International.

STRATEGIC OBJECTIVE 2: Improved maternal and child health				
APPROVED: 06/25/97 COUNTRY/ORGANIZATION: Cambodia				
RESULT NAME: Leadership for quality maternal and child health assumed by the public sector				
INDICATOR: IR 1: Key policies in place for reproductive health, child survival and sustainability. Five stages to be reported: analysis, pilot, draft, approval and implementation.				
UNIT OF MEASURE: Policy document. Five stages to be reported: analysis, pilot, draft, approval and implementation.	YEAR	PLANNED	ACTUAL	
	1994	NA		
SOURCE: MOH documents and reports from Implementing Partners.	1995 (B)	1	1: BS	
INDICATOR/DESCRIPTION: Policies in the following seven areas are measured annually: birth spacing (BS), safe motherhood (SM), voluntary surgical contraception (VSC), STI/HIV (HIV), CDD/ARI (CS), micronutrients (MIC), and sustainability (SUS). COMMENTS: Baseline of one in 1995 reflects development and full implementation for the Birth Spacing policy. The policies listed above were selected since they are deemed priorities for the MCH sector. Implementing partners contribute toward this target through participation in many processes and activities relevant to each policy. To facilitate reporting on the progress, five phases identified below are used. Each phase is assigned a score of 20%, for a total of 100% (or 1) at the point of implementation. a) Analysis: Participation in national level technical discussions of issues associated with subject policy held with key partners and MOH. Also, baseline data, research and subsequent analysis, study tours, specialized training and research/analysis of issues related to policy apply here. b) Pilot: Pilot program using draft policy or a document leading to a policy is being implemented in one of the target areas or pilot projects intended to contribute to national policy development. c) Draft: A draft document of the policy has been written and is being reviewed by key partners with MOH participation. d) Approval: The final policy document is officially signed off by the MOH. e) Implementation: Policy is being used in the implementation of national programs.	1996	1	1: BS	SM - 20% VSC-20% HIV -80% STI -20% MIC-40%
	1997	2	2: BS HIV	SM -60% VSC-80% CS -60% MIC-40%
	1998	4	4: BS HIV VSC MIC	SM-80% CS-80% SUS-40%
	1999	6		
	2000 (T)	7		
	2001			

Elaboration of the status of MCH policies (accompanying performance data table on previous page):

Policy	Score	Elaboration
BS	1	Birth Spacing policy developed, approved and implemented nationwide.
SM	80%	Safe Motherhood policy has been developed, approved but not yet implemented nationwide.
VSC	1	Voluntary Surgical Contraception guidelines have been finalized, approved and implemented nationwide.
HIV	1	HIV - National policy for HIV testing and counseling has been formulated and approved by the Council of Ministers and implemented nationwide.
CS	80%	ARI/CDD integrated policy was approved by the Minister of Health in November 1998 and is being disseminated.
MIC	1	Micronutrients - Vitamin A supplementation has been introduced in routine EPI activities.
SUS	40%	Sustainability - Cost recovery schemes at health centers are a given in Cambodia. However, the Ministry of Health is experimenting with a wide variety of specific plans, including contracting services out to NGOs and entering into a contractual arrangement with provincial health departments. These pilot efforts will inform overall policy directions for health financing and sustainability.

STRATEGIC OBJECTIVE 2: Improved maternal and child health			
APPROVED: 06/25/97 COUNTRY/ORGANIZATION: Cambodia			
RESULT NAME: Improved MCH commodity accessibility and rational management			
INDICATOR: IR 3: Couple-years of protection (CYP) – an estimate of the protection against pregnancy provided by a modern contraceptive method during one year			
UNIT OF MEASURE: Number of couple-years of protection. CYP is a measure of duration of contraceptive protection according to the types of contraceptives distributed over a one year period.	YE A R	PLANN ED	ACTUA L
	1994	na	
SOURCE: Service statistics from partners	1995	na	
INDICATOR/DESCRIPTION: CYP is a summary measure of protection against pregnancy provided by birth spacing services based on volume of commodities sold or distributed. Each commodity has a specific conversion factor to estimate the duration of contraceptive protection, thus allowing aggregation into a single figure. Conversion factors incorporate assumptions about failure rates and other factors that impact the duration of protection.	1996	93,880	21,012
	1997	124,760	102,557
	1998	160,645	138,992
	1999	163,000	
	2000	185,000	
COMMENTS: Planned targets for 1999 and 2000 have been revised to reflect the achievements of only USAID's implementing partners. For 1998 and earlier, the planned CYPs were assumptions based on the national-level contraceptive prevalence and its method mix, and also assumed that national-level statistics from the management information system (MIS) would be available in time for this R4. Since national-level statistics are less relevant to the accomplishments of USAID's implementing partners, the decision was made to revise future targets to reflect more accurately the partners' accomplishments and projections. Their projections for 1999 and 2000 were converted into CYPs and the results shown in the planned column.	2001		

STRATEGIC OBJECTIVE 2: Improved maternal and child health			
APPROVED: 06/25/97 COUNTRY/ORGANIZATION: Cambodia			
RESULT NAME: Improved MCH commodity accessibility and rational management			
INDICATOR: IR 3: Sustained sales of <i>Number One</i> condoms			
UNIT OF MEASURE: Number of <i>Number One</i> condoms sold	YEAR	PLANNED	ACTUAL
	1994 (B)	0	
SOURCE: Population Services International program sales figures	1995	5.0 million	5.0 million
	1996	8.0 million	9.5 million
INDICATOR/DESCRIPTION: Baseline and targets are calculated from actual and projected sales figures.	1997	10.2 million	10.5 million
	1998	12.0 million	11.5 million
<p>COMMENTS: In the four years since beginning implementation, sales of <i>Number One</i> condoms increased dramatically before reaching 1998's level of one condom per capita, a 9.5% increase over 1997 sales. While the sales target was 12.0 million, factors outside the scope of the program, such as a brothel crackdown, a national election and sporadic civil unrest make sales of even 11.5 million condoms a remarkable achievement. Commercial sex establishments accounted for 30% of condom sales.</p> <p>Targets for future years have been adjusted based on PSI's current sales projections in light of the brothel crackdown, national election and political turmoil observed over the past year.</p>	1999	12.6 million	
	2000 (T)	14.0 million	
	2001		

Special Objective 1: Enhanced Assistance for Cambodian War and Mine Victims

Overall Performance Assessment: On Track

SUMMARY

This special objective is USAID/Cambodia's response to the urgent needs of targeted vulnerable groups who have suffered as a result of the country's history of war and civil unrest. Cambodia's most vulnerable groups are comprised of an estimated 158,000 disabled persons (of whom 45,000 are land mine victims), 200,000 impoverished youth and war orphans and 600,000 war widows. As the country undergoes the transition from war and political strife to post conflict and sustainable development, USAID plays a leading role in supporting these vulnerable groups through two intermediate results: one focuses on rehabilitation care and job training and the other on coordination and capacity building among collaborating agencies and NGOs. Through provision of prosthetic and orthotic devices for landmine victims and other disabled persons, training of mental health providers, and vocational training for underserved youth, these vulnerable groups are given the opportunity for more successful reintegration into society. The SPO responds to the Mission Performance Plan humanitarian assistance goal to *assist in the resettlement, rehabilitation and integration of refugees and war victims back into Cambodian society, while substantially increasing the pace of demining*. In spite of a year marked by civil unrest and the distraction of a national election, this SPO met expectations, and in several activities, significantly exceeded expectations.

KEY RESULTS

USAID implementing partners significantly exceeded targets for manufacturing and fitting new and replacement prosthetics, orthotics and wheelchairs. In addition, appropriate follow-up care was provided for all these individuals. Vocational training courses enrolled more orphans than expected, providing more opportunities for young Cambodians to enter into the productive labor force. Another activity under the SPO addressed the critical mental health needs of this country emerging from decades of war, political turmoil and psychiatric trauma: select health care providers completed an intensive training course in mental health and psychiatric medicine over the course of the year. Also in the past year, an additional five networks, subcommittees and other support groups beyond those originally planned were established and are now facilitating coordinated assistance to war and mine victims.

PERFORMANCE AND PROSPECTS

In the past year under IR 1, *increased access to quality rehabilitation treatment and job training*, a total of 5,176 assistive devices (prosthetics, orthotics or wheelchairs) were manufactured and fitted, against plans for only 3,440 – a 50% increase over the target. Cambodians receiving these devices are now able to participate more fully and successfully in routine activities of daily living. In addition to supporting the manufacture and fitting of assistive devices, the Vietnam Veterans of America Foundation (VVAFF) provided assistance to disabled women in a remote northern province through a community-based silk weaving project. The project has become so successful that USAID and VVAFF have noted that a number of disabled women participating in the project are no longer outcasts of society, but have now married and set up a small scale service industry of food stalls and small kiosks surrounding the project's facility.

In mental health, USAID's Harvard Training Program in Cambodia trained an additional 54 primary care physicians and medical assistants in mental health and psychiatric medicine, a noteworthy accomplishment given the paucity of trained individuals and the country's tremendous need for their services. In non-formal education activities under the SPO, 1,072 students were enrolled in vocational training courses, against a target of 953. These courses, on topics such as welding, auto mechanics, printing, computer operation and secretarial skills, provided students with the opportunity to develop marketable skills and expertise. As a testament to Salesian Mission/Don Bosco's success and reputation for high quality training, 30% to 40% of students obtain employment before completing the entire training course, with almost all trained students moving directly into jobs after completion of their courses.

Over the next year, USAID/Cambodia expects an increase in the provision of rehabilitation services as our partners establish more centers and as community-based rehabilitation services are fully implemented. In the USAID-supported rehabilitation center in Phnom Penh, over 950 prosthetic legs, 1,200 prosthetic feet, and 600 orthotic devices will be produced and fitted. Additionally, more than 360 wheelchairs will be produced and over 1,400 clients will receive supportive rehabilitation services. VVAF will continue to assist disabled women in the silk weaving project, with a goal of training more disabled women in management skills and increasing production and quality of marketable products. While USAID expects its mental health care providers to increase the number of patients they counsel and treat, the inconsistent availability of psychiatric drugs from the Central Medical Stores of the Ministry of Health must be remedied to ensure full program success. USAID and Harvard are following this issue closely and discussing strategies to resolve it. Opportunities in non-formal education and vocational training will increase over the coming year as more training centers become operational.

Over the past year under IR 2, *functional coordinating and training mechanisms established*, using War Victims Fund support through USAID to Handicap International for the establishment of a functioning Disability Action Council (DAC). As a result of this support, the DAC has been established, key personnel hired, offices established and an executive body, which includes government and NGO representatives, nominated. The DAC has begun to formulate guidelines and criteria for reviewing funding proposals in the sector to eliminate overlap of activities and duplication of effort and to create synergism among activities.

Also over the past year, the National Center for Disabled Persons (NCDP), with USAID support through American Red Cross (AmCross), instituted a new system of linking disabled persons with employment, training and rehabilitation opportunities. In Cambodia, this is the only systematic process available for linking disabled persons with service organizations. In addition, as part of a national community-based rehabilitation program, AmCross developed a curriculum and conducted training to equip social service providers with the skills necessary to identify individuals in need of specialized rehabilitation services and to provide those individuals with home-based rehabilitation services specific to their individual needs.

Over the next year, the DAC will facilitate operations of the newly established executive committee, replacing the advisory body currently in place. Additionally, DAC will continue to define and strengthen procedures and policies for formal coordination among the myriad organizations active in the sector. Also over the coming year, AmCross plans to train an

additional 100 individuals to provide community-based rehabilitation assistance to over 1,550 disabled persons. Further, AmCross plans to evaluate the pilot community-based rehabilitation program to provide recommendations for refinement and future directions.

POSSIBLE ADJUSTMENT TO PLANS

USAID/Cambodia plans a strategic review of this sector later in 1999 to move into the next generation of activities, commensurate with overall USAID strategies, and to ensure that its program interventions address the most critical needs in the sector. The level of resources and whether or not USAID can directly support the government will determine the effectiveness of technology transfer and long-term sustainability within Cambodia of the program.

OTHER DONOR PROGRAMS

Japan, Australia, Germany, Netherlands and UNESCO provide support for vocational training initiatives. The European Union, Australia, UNICEF, and the International Committee of the Red Cross provide support for rehabilitation programs. The International Labor Organization provides assistance for a mental health training program. The World Food Program provides food-for-work programs. The United Nations High Commission for Refugees provides assistance for internally displaced persons while the Asian Development Bank and Canada provide support for small-scale economic activities. The United Kingdom provides technical assistance for demining activities.

PRINCIPAL CONTRACTORS, GRANTEES OR AGENCIES

Current USAID grantees include American Red Cross, Handicap International, Harvard School of Public Health Program in Refugee Trauma, Salesian Mission and Vietnam Veterans of America Foundation.

SPECIAL OBJECTIVE 1: Enhanced Assistance for War and Mine Victims			
APPROVED: 1996 COUNTRY/ORGANIZATION: USAID/Cambodia			
RESULT NAME: Increased access to quality rehabilitation treatment and job training			
INDICATOR: IR 1: Quality assistive devices provided			
UNIT OF MEASURE: Number of assistive devices fitted.	YEAR	PLANNE D	ACTUA L
SOURCE: Implementing partner reports.	1996	2,576	5,057
INDICATOR/DESCRIPTION: This indicator captures the overall number of artificial limbs (prostheses), artificial feet, braces (orthoses), and wheelchairs that are manufactured and properly fitted for clients during the year. Both new and replacement devices are counted.	1997	2,576	4,790
	1998	3,440	5,176
	1999	5,000	
	2000	6,000	
COMMENTS: As technology has developed and rehabilitation skills have improved, implementing partners' services have broadened to include a greater range of assistive devices. As a result, the indicator <i>quality prostheses and orthoses fitted</i> has been modified to <i>quality assisted devices provided</i> to reflect the increased range of devices available to clients. Before 1997, the indicator counted crutches in addition to the above devices. After 1997, the program has been implemented by a single partner, and no longer includes crutches. Based on performance over the past year, the expanded definition of assistive devices and the fact that a new rehabilitation center is planned, targets for future years have been revised to reflect the increased capacity.			

SPECIAL OBJECTIVE 1: Enhanced Assistance for War and Mine Victims			
APPROVED: 1996 COUNTRY/ORGANIZATION: USAID/Cambodia			
RESULT NAME: Increased access to quality rehabilitation treatment and job training			
INDICATOR: IR 1: Non-formal education made available for orphans and disabled			
UNIT OF MEASURE: Number of persons enrolled in vocational training courses. SOURCE: Implementing partner reports. INDICATOR/DESCRIPTION: Describes the number of persons accepted into the vocational training programs run by USAID/C's implementing partners. Priority for enrollment is given to orphans, widows and disabled persons. These numbers do not reflect the total enrolled at any one time, rather they are a cumulative count of students enrolled. Graduates and those who replace dropouts are counted equally. COMMENTS: Targets for 1998 and later years have been revised based on new workplans submitted by the implementing partners. Graduates from one of the implementing partners, Salesian Mission, continue to be in high demand as Cambodian industry develops. Additionally, trainees who have established businesses continue to develop their leadership skills for the development of their communities and create new employment opportunities for underprivileged youth.	YEAR	PLANNED	ACTUAL
	1995 (B)	200	235
	1996	342	528
	1997	563	654
	1998	953	1,072
	1999	1000	
	2000 (T)	1200	

Special Objective 2: Reduced Transmission of Sexually Transmitted Infections (STI) / HIV Among High-Risk Populations

Overall Performance Assessment: On Track

SUMMARY

Cambodia has the fastest growing HIV/AIDS problem in Asia. In response, USAID/Cambodia's special objective for HIV/AIDS focuses its newly implemented prevention and control activities on high-risk populations such as commercial sex workers, beer promoters, construction workers, police and deminers. Stemming the epidemic in these groups is crucial, given the current epidemiologic profile of the country's epidemic – high prevalence in the high risk groups (as high as 43%) coupled with lower prevalence in the general population (approximately 2.4%). A major mode of HIV transmission is from high risk populations to the general population via bridges – individuals who have sex with both high and low risk people in the same general time frame. These bridges, usually men, are key targets for USAID's interventions. Through activities in policy advocacy, behavior change communication to reduce high risk behaviors, and development of appropriate STI care facilities and outreach strategies, this SPO will contribute significantly toward curtailing the HIV/AIDS epidemic in Cambodia.

The activities conducted under this SPO support the Agency's worldwide strategy for *reduced STD transmission with a focus on HIV/AIDS*. In addition, the SPO supports the goal in the Mission Performance Plan to *reduce HIV and STI transmission in commercial sex workers and their clients in order to slow down the HIV/AIDS epidemic*. Despite a turbulent year encompassing scattered civil unrest and a national election, Special Objective 2 met expectations.

KEY RESULTS

Over the past year, USAID/Cambodia established and began implementation of its HIV/AIDS program. Although the SPO was conceptualized in 1997, political events of the past two years prevented full-scale implementation efforts. Because of these factors, 1998 was a year of process and startup. The Cambodia HIV/AIDS Mitigation and Prevention (CHAMP) program was authorized in April of 1998, the chief of party and key personnel were hired, a country office identified and established in mid-June and a detailed action plan with corresponding budget was approved in November. That such results have been achieved in the past year in the face of the political changes and sporadic violence affirms and reinforces the abilities, commitment and dedication of USAID's partners and bodes well for activities planned for the future.

PERFORMANCE AND PROSPECTS

While 1998 was a year of startup and process in this transition country, significant progress on the SPO has been achieved. Prior to formal approval of the action plan, implementing partners discussed concrete plans for collaboration and coordination of their activities. As a result of these discussions, a statement of collaboration articulating specific roles, responsibilities and opportunities for synergies between each of the implementing partners was prepared and ratified. This statement of collaboration reinforces a structure of partnership and common vision for implementation.

Of significant importance, the Mission completed its performance monitoring plan for this SPO, ensuring partner participation, transparency and accountability throughout the process. The PMP defines and operationalizes the methods that will be applied to ensure consistent tracking and systematic measurement of results over the life of the program. The plan also allows for flexibility and shifts in program focus, an important feature given the changing patterns of the epidemic.

Under IR1, *policy makers are informed about the HIV/AIDS epidemic in Cambodia*, state-of-the-art formative research was conducted and disseminated. As a result, for the first time ever, Ministry policy makers, USAID/Cambodia's implementing partners, other NGOs and donor agencies now know the scope of relevant IEC materials available in the country, the geographic location of commercial sex establishments, and the extent of condom availability in key areas. These results allow implementing partners, Ministry counterparts and collaborating agencies to design and implement improved activities. Operations research (OR) focusing on 100% condom use promotion efforts and related strategies have been outlined and developed in conjunction with implementing partners. Protocols for the OR evaluating these strategies are in the initial stages of development.

Over the coming year, USAID/Cambodia expects that policy makers will be informed on critical policy issues resulting from the analysis and dissemination of a household level microeconomic impact study of the epidemic. The results of the analysis will translate the epidemic's epidemiologic realities into economic ramifications for the people of Cambodia. In addition, institutional strengthening of NGO networks to deliver quality HIV/AIDS interventions is planned and is expected to increase advocacy leverage on HIV/AIDS issues at the provincial and national levels.

On IR2, *high-risk behaviors are reduced in the epidemiologically, demographically and geographically important provinces*, USAID-supported sentinel surveillance and behavioral surveillance surveys were completed and disseminated to a wide audience including donors, Ministry counterparts, and international and local NGOs. A 9.5% increase in condom sales over 1997 figures brought the total to over 11.5 million condoms sold in 1998. Although the annual target was 12 million condoms, this figure still meets expectations given the distraction of the election period and a government crackdown on brothels earlier in the year.

Over the coming year, USAID/Cambodia expects to observe marked results through behavior change communication interventions with high-risk men and commercial sex workers. Messages to male clients of sex workers will address correct condom use, HIV/STD transmission mechanisms, symptom recognition, treatment-seeking behavior and partner reduction. Messages for sex workers are similar but will also address safe-sex negotiation skills, empowerment and self-esteem issues. Through the development of appropriate IEC materials specifically tailored for high risk groups, these key messages will be channeled through small media, mass media, health care providers, outreach workers, peer educators, and associations of commercial sex workers. To increase local capacity, all IEC materials will be designed and developed by local NGOs.

In addition, outreach activities will be conducted in workplace projects and along major transportation routes, fostering linkages to the private sector. The hotel and construction industries will also be targeted for HIV/STD prevention activities. Additionally, an innovative strategy will be piloted of developing sex worker support associations, similar to the Sonagachi experience in Calcutta.

Under IR 3, *model STD/RH service delivery program for high-risk populations piloted and replicated in epidemiologically, demographically and geographically important provinces*, USAID-supported technical assistance was instrumental in revising treatment protocols for selected reproductive tract infections, avoiding substantial overtreatment with expensive third-generation antibiotics. Also, specific locations and implementing agencies within the target areas were identified for introduction of STD care and treatment activities next year.

Over the next year, health care providers will be trained to use the revised treatment protocols in the facilities designated for STD treatment for commercial sex workers and high risk men in targeted areas. Additionally, a supervision system to ensure high quality STD care will be developed and implemented. To ensure the quality of care, USAID/Cambodia will work with counterparts and collaborating agencies to identify consistent and reliable supplies of appropriate STD drugs. In addition, operations research on social marketing of prepackaged STD therapy kits for sale in local pharmacies will be conducted.

POSSIBLE ADJUSTMENTS TO PLANS

At present, no major adjustments to HIV/AIDS/STI prevention plans are anticipated. The performance monitoring plan will be reevaluated throughout the year, and if adjustments in it are necessary, they will be made. With additional resources and free from current restrictions, direct support to the National AIDS Authority would be considered in order to strengthen its capacity to quell this pandemic.

OTHER DONOR PROGRAMS

The National AIDS Program works closely with UNAIDS to plan and coordinate major international donors and with implementing partners to maximize benefits of activities. WHO is supporting a pilot study of the 100% condom use policy in brothels, similar to the successful program in Thailand. KfW provides funding for essential drugs on the national level, while UNFPA has provided drug supplies for STD care in the target provinces. The World Bank provides technical advisors to the National AIDS Program. The USAID program is currently the largest HIV/AIDS program in the country. A coordination committee of host government, donor, international and implementing agencies meets monthly for joint review, planning and monitoring.

PRINCIPAL CONTRACTORS, GRANTEES OR AGENCIES

USAID implements its STI/HIV prevention activities through Family Health International and its partners in the IMPACT project, Population Services International and the Khmer HIV/AIDS NGO Alliance.

SPECIAL OBJECTIVE 2: Reduced Transmission of STI/HIV Among High-Risk Populations			
APPROVED: 04/17/1998 COUNTRY/ORGANIZATION: USAID/Cambodia			
RESULT NAME: Reduced transmission of STI/HIV among high-risk populations			
INDICATOR: Prevalence of selected STIs among commercial sex workers in target areas.			
UNIT OF MEASURE: Percent	YEAR	PLANNE D	ACTUAL
SOURCE: Special survey conducted by implementing partners.	1996		gonorrhea=35% trichomonas=22% syphilis=14% chlamydia=n/a
INDICATOR/DESCRIPTION: This indicator reports the prevalence of STIs in program areas, specifically gonorrhea, chlamydia and syphilis. Pending the outcome of discussions with the implementing partners, other STIs may be included in the survey. Currently, a final survey is planned for 2002.	1997		
	1998		
	1999 (B)	TBD	
	2000	TBD	
	2001	TBD	
COMMENTS: To provide a context, data are reported from a USAID-supported national STD prevalence survey conducted in 1996. As national-level biologic data, they are not appropriate for baseline in USAID's project areas. Currently, discussions are underway to collect baseline data for the project areas during 1999. Targets will be set using the results of the baseline survey and other available data. This table is included to indicate how progress will be measured.	2002 (T)	TBD	

SPECIAL OBJECTIVE 2: Reduced Transmission of STI/HIV Among High-Risk Populations			
APPROVED: 04/17/1998 COUNTRY/ORGANIZATION: USAID/Cambodia			
RESULT NAME: Reduced high-risk behaviors in epidemiologically, demographically and geographically important provinces			
INDICATOR: IR 2: Percentage of men in target areas reporting condom use during their most recent sex act with a commercial sex worker in the previous 12 months			
UNIT OF MEASURE: Percentage	YEAR	PLANNED	ACTUAL
SOURCE: Behavioral surveillance survey (BSS) in target areas. Currently, a BSS is planned in 1999 and every two years thereafter.	1997 (B)		85%
	1998		
INDICATOR/DESCRIPTION: The denominator is men who have had sex with a commercial sex worker in the previous 12 months.	1999	88%	
	2000		
COMMENTS: The data reported are from the 1997 national BSS, describing sex between commercial sex workers and high risk men (police/military). Updated baseline data collection in the project areas is planned for 1999. Targets will be adjusted accordingly. There is some concern that this indicator may give an overestimate of true condom use at last sex. This indicator will be examined over the coming months and revised if necessary.	2001	91%	
	2002 (T)		

SPECIAL OBJECTIVE 2: Reduced Transmission of STI/HIV Among High-Risk Populations			
APPROVED: 04/17/1998 COUNTRY/ORGANIZATION: USAID/Cambodia			
RESULT NAME: Reduced high-risk behaviors in epidemiologically, demographically and geographically important provinces			
INDICATOR: IR 2: Percentage of men in target areas reporting condom use during their most recent sex act with a non-regular partner in the previous 12 months.			
UNIT OF MEASURE: Percentage	YEAR	PLANNED	ACTUAL
SOURCE: Behavioral surveillance survey in target areas. Currently, a BSS is planned in 1999 and every two years thereafter.	1997 (B)		
	1998		17%
INDICATOR/DESCRIPTION: A non-regular partner is defined as a partner outside of marriage, other than a commercial sex worker, with whom a person has been having sex for less than 12 months.	1999	23%	
	2000		
COMMENTS: As in many locations, in Cambodia, there is a dramatic difference between condom use in the "classic" commercial sex encounter and in other forms of sex outside of marriage. Often, commercial sex workers are active outside brothels, where their clients do not perceive them as CSWs, leading to low condom use. The data reported are from the 1997 national BSS, describing sex with a "sweetheart" among high risk men (police/military). The concept of sweetheart is difficult to define, yet generally refers to a non-regular sex partner. Sweethearts can be freelance sex workers, beer promoters or disco girls. Brothel-based sex workers are not generally considered sweethearts. These targets have been set using national level data. When data for USAID/C's project areas become available, targets will be adjusted accordingly.	2001	28%	
	2002 (T)		

SPECIAL OBJECTIVE 2: Reduced Transmission of STI/HIV Among High-Risk Populations			
APPROVED: 04/17/1998 COUNTRY/ORGANIZATION: USAID/Cambodia			
RESULT NAME: IR 2: Reduced high-risk behaviors in epidemiologically, demographically and geographically important provinces			
INDICATOR: Percentage of female commercial sex workers reporting consistent condom use with clients over the previous 12 months.			
UNIT OF MEASURE: Percentage	YEAR	PLANNED	ACTUAL
SOURCE: Behavioral surveillance survey in target areas. Currently, a BSS is planned in 1999 and every two years thereafter.	1997 (B)		42%
	1998		54%
INDICATOR/DESCRIPTION: Consistent condom use is defined as CSWs reporting that they always use condoms during commercial sex acts with clients.	1999	62%	
	2000		
COMMENTS: The data reported are from the 1997 and 1998 national BSSs. When data are available for USAID/C's project areas, targets may be adjusted accordingly. Although self-reported condom use may be an overestimate of true condom use, this indicator is an accepted standard to estimate the true situation.	2001	72%	
	2002 (T)		

Special Objective 3: Expanded Access to Sustainable Financial Services

Overall Performance Assessment: On Track

SUMMARY

The Mission's microenterprise program, supported by both central funding and the Mission's PVO Co-financing Project, continues to perform exceptionally well. In response to the critical need to strengthen achievements and capitalize on the advances that have been made in serving the credit needs of the rural poor, USAID/Cambodia proposes to formalize this activity as a special objective, "Expanding Access to Sustainable Financial Services." Under this special objective, the Mission will expand assistance to non-governmental organization (NGO) credit providers capable of achieving operationally and financially sustainable rural credit programs. Although the number of NGO programs servicing the financial needs of the rural poor has increased steadily during the past five years, the existing programs are still unable to provide credit access to 85%-90% of the country's needy rural population. This lack of access to credit facilities other than those provided by local moneylenders and traders at interest rates of 100% or more, not only stifles individual productivity but also restrains economic growth. The primary purpose of this special objective will be to accelerate the growth of the rural poor's access to sustainable credit and savings services. The direct beneficiaries of achieving this objective will be the rural poor, predominantly women, who, for the first time, will be provided sustained access to credit and saving services. Indirect beneficiaries will be the families of these women.

The special objective directly supports the Agency's goal *to achieve broad-based economic growth*.

KEY RESULTS

The realization of three key intermediate results is considered to be inextricably linked to the achievement of this special objective: 1) Increased access of the rural poor to credit and savings facilities; 2) increased self-sufficiency of microfinance institutions; and 3) an enhanced enabling environment in which microfinance institutions operate. While the primary indicators to reflect progress in achieving these results have yet to be completely developed, pending formal approval of the SpO, the following indicators will be of critical importance in measuring program success. These indicators emphasize the need to achieve: 1) a 25% minimum average annual growth rate in the number of clients served by grantees funded under this special objective; 2) a 10% minimum average annual growth rate in the number of village banks that these grantees establish; and 3) recognizable progress toward operational self-sufficiency of these grantees' credit programs.

PERFORMANCE AND PROSPECTS

The outreach of selected credit providers has been expanded significantly over the past year using central funding, in addition to Mission funding for economic growth and PVO co-financing activities from previous years. Performance of credit providers over the past year, reflected in the achievement of critical intermediate results indicators, has been exceptionally good. In 1998, 85,000 clients received loans totaling \$5.5 million from 12,500 village banks. The growth rate from 1997 to 1998 of 166% in the number of clients served is a direct measure of outreach and the growth rate of 189% in village banks established is an indirect measure of

the dispersion of that outreach. These outstanding growth rates plus the 70% operational self-sufficiency achieved by USAID-funded credit providers all exceeded targeted levels by significant amounts.

USAID's support has been instrumental in making the Association of Cambodian Local Economic Development Agencies (ACLEDA) into the country's largest rural credit provider. In addition, the support for technical assistance and training provided to ACLEDA by USAID, in collaboration with the United Nations Development Programme (UNDP), has been key to facilitating the transformation of ACLEDA into a licensed microfinance institution. This transformation is expected not only to increase the number of types of services that ACLEDA can offer but also to accelerate the rate of expansion of outreach activities.

POSSIBLE ADJUSTMENTS TO PLANS

Cambodian legislation is currently proposed that will necessitate the transformation of a number of NGO credit providers in the country into licensed microfinance institutions. The final form of this legislation will exert an important influence on the planning and development of Mission initiatives to increase the access of the poor to credit and savings services.

OTHER DONOR PROGRAMS

The UNDP, the European Union, and the French Development Bank are all significant providers of funding to NGO rural credit programs.

PRINCIPAL CONTRACTORS, GRANTEES OR AGENCIES

Credit providers currently receiving funding from USAID include ACLEDA, Catholic Relief Services, Private Agencies Collaborating Together (Pact) and World Relief.

SPECIAL OBJECTIVE 3: Expanded Access to Sustainable Financial Services.			
APPROVED: Subject to approval in FY 99.			
RESULT NAME: IR 1: Increased access of the rural poor to credit and savings facilities.			
INDICATOR: 1.1: 25% minimum average annual growth rate in client outreach.			
UNIT OF MEASURE: Total number of active clients served by USAID-funded credit providers.	YEAR	PLANNED	ACTUAL
	1998	60,000	85,000
SOURCE: Credit programs funded by USAID.	1999	120,000	
INDICATOR/DESCRIPTION: This indicator provides a direct measure of the success of outreach to the rural poor.	2000	180,000	
COMMENTS: Current access of the rural poor to credit services accounts for only 10% - 15% of estimated potential demand.			

SPECIAL OBJECTIVE 3: Expanded Access to Sustainable Financial Services.			
APPROVED: Subject to approval in FY 99.			
RESULT NAME: IR 1: Increased access of the rural poor to credit and savings facilities.			
INDICATOR: 1.2: 10% minimum average annual growth rate in the number of village banks established.			
UNIT OF MEASURE: Total number of village banks established by USAID-funded credit providers.	YEAR	PLANNED	ACTUAL
	1998	7,500	12,500
SOURCE: Credit programs funded by USAID.	1999	15,000	
INDICATOR/DESCRIPTION: This indicator provides an indirect measure of the growth in the dispersion of the credit program.	2000	17,500	
COMMENTS: Credit providers are actively expanding programs into outlying districts and provinces, providing greater access of the rural poor to credit facilities.			

SPECIAL OBJECTIVE 3: Expanded Access to Sustainable Financial Services.			
APPROVED: Subject to approval in FY 99.			
RESULT NAME: IR 2: Increased self-sufficiency of microfinance institutions.			
INDICATOR: 2.1: Achievement of operational self-sufficiency of credit providers.			
UNIT OF MEASURE: Percentage of operational self-sufficiency achieved by USAID-funded credit providers. SOURCE: Credit programs funded by USAID. INDICATOR/DESCRIPTION: This indicator provides a direct measure of the ability of USAID-funded programs to sustain credit operations. COMMENTS: Operational self-sufficiency, weighted by the size of outstanding loan portfolio, reflects the ability of credit providers to generate sufficient funds to cover operating costs from program-generated revenues.	YEAR	PLANNED	ACTUAL
	1998	60%	70%
	1999	75%	
	2000	90%	

FY 2000 RESOURCE REQUEST

USAID's FY 2000 program assumes a continued humanitarian assistance program through NGOs. In democracy and human rights, programs will focus on further strengthening civil society and indigenous institutions that promote human rights, the rule of law and the provision of social services. Maternal-child health and HIV/AIDS prevention programs will fine tune existing interventions to maximize achievement of results. USAID will continue to fund NGO activities that address basic needs of war and mine victims, with a special emphasis on women. In microfinance, USAID will continue support for, and expansion of, financial services for the rural poor, particularly women.

Accessing Global Bureau Services Through Field Support and Buy-Ins

Objective Name	Field Support and Buy-Ins: Activity Title & Number	Priority *	Duration	Estimated Funding (\$000)			
				FY 2000		FY 2001	
				Obligated by:		Obligated by:	
				Operating Unit	Global Bureau	Operating Unit	Global Bureau
SpO 2: HIV	IMPACT (936-3090.02)	High			1,500		1,500
SO 2: MCH	DHS (936-3023.)	High			250		0
GRAND TOTAL.....					1,750		1,500

* For Priorities use high, medium-high, medium, medium-low, low

Org_USAID/Cambodia_ End of year On-Board						Workforce Tables	PROG							
	DEMOCRACY	MCH	WAR AND MINES	AIDS	MICROFINANCE	Total	Org.	Fin.	Admin.	Con-	All		Total	Total
FY 1999 Estimate	SO 1	SO 2	SPO1	SPO2	SPO3	SO/SpO	Mgmt.	Mgmt	Mgmt	tract	Legal	Other	Mgmt.	Staff
OE Funded: 1/														
U.S. Direct Hire	1	1		1		3	1	1		1		1	4	7
Other U.S. Citizens						0	0.5		1				1.5	1.5
FSN/TCN Direct Hire						0							0	0
Other FSN/TCN	2	1		1		4		13	26	3		2	44	48
Subtotal	3	2	0	2	0	7	1.5	14	27	4	0	3	49.5	56.5
Program Funded 1/														
U.S. Citizens	1				1	2							0	2
FSNs/TCNs	2	1	1	1	1	6							0	6
Subtotal	3	1	1	1	2	8	0	0	0	0	0	0	0	8
Total Direct Workforce	6	3	1	3	2	15	1.5	14	27	4	0	3	49.5	64.5
TAACS						0							0	0
Fellows		0.5		0.5		1							0	1
IDIs						0							0	0
Subtotal	0	0.5	0	0.5	0	1	0	0	0	0	0	0	0	1
TOTAL WORKFORCE	6	3.5	1	3.5	2	16	1.5	14	27	4	0	3	49.5	65.5

Workforce Tables

	SO 1	SO 2	SPO1	SPO2	SPO3	Total SO/SpO	Org. Mgmt.	Fin. Mgmt	Admin. Mgmt	Con- tract	Legal	All Other	Total Mgmt.	Total Staff
FY 2000 Target														
OE Funded: 1/	1	1		1		3	1	1		1		1	4	7
U.S. Direct Hire						0	0.5		1				1.5	1.5
Other U.S. Citizens						0							0	0
FSN/TCN Direct Hire	2	1		1		4		13	26	3		2	44	48
Other FSN/TCN	3	2	0	2	0	7	1.5	14	27	4	0	3	49.5	56.5
Subtotal														
Program Funded 1/	1				1	2							0	2
U.S. Citizens	2	1	1	1	1	6							0	6
FSNs/TCNs	3	1	1	1	2	8	0	0	0	0	0	0	0	8
Subtotal														
Total Direct Workforce														
TAACS		0.5		0.5		1							0	1
Fellows						0							0	0
IDIs	0	0.5	0	0.5	0	1	0	0	0	0	0	0	0	1
Subtotal														
TOTAL WORKFORCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	SO 1	SO 2	SPO1	SPO2	SPO3	SO/SpO	Org. Mgmt.	Fin. Mgmt	Admin. Mgmt	Con- tract	Legal	All Other	Total Mgmt.	Total Staff
FY 2000 Request														
OE Funded: 1/	1	1		1		3	1	1		1		1	4	7
U.S. Direct Hire						0	0.5		1				1.5	1.5
Other U.S. Citizens						0							0	0
FSN/TCN Direct Hire	2	1		1		4		13	26	3		2	44	48
Other FSN/TCN	3	2	0	2	0	7	1.5	14	27	4	0	3	49.5	56.5
Subtotal														
Program Funded 1/	1				1	2							0	2
U.S. Citizens	2	1	1	1	1	6							0	6
FSNs/TCNs	3	1	1	1	2	8	0	0	0	0	0	0	0	8
Subtotal														
Total Direct Workforce	6	3	1	3	2	15	1.5	14	27	4	0	3	49.5	64.5
TAACS		0.5		0.5		0							0	0
Fellows						1							0	1
IDIs						0							0	0
Subtotal	0	0.5	0	0.5	0	1	0	0	0	0	0	0	0	1
TOTAL WORKFORCE	6	3.5	1	3.5	2	16	1.5	14	27	4	0	3	49.5	65.5

1/ Excludes TAACS, Fellows, and IDIs

Org						Workforce Tables								
End of year On-Board						SO/SpO	Org.	Fin.	Admin.	Con-		All	Total	Total
FY 2001 Target	SO 1	SO 2	SPO1	SPO2	SPO3	SO/SpO	Mgmt.	Mgmt	Mgmt	tract	Legal	Other	Mgmt.	Staff
OE Funded: 1/														
U.S. Direct Hire	1	1		1		3	1	1		1		1	4	7
Other U.S. Citizens						0	0.5		1				1.5	1.5
FSN/TCN Direct Hire						0							0	0
Other FSN/TCN	2	1		1		4		13	26	3		2	44	48
Subtotal	3	2	0	2	0	7	1.5	14	27	4	0	3	49.5	56.5
Program Funded 1/														
U.S. Citizens	1				1	2							0	2
FSNs/TCNs	2	1	1	1	1	6							0	6
Subtotal	3	1	1	1	2	8	0	0	0	0	0	0	0	8
Total Direct Workforce	6	3	1	3	2	15	1.5	14	27	4	0	3	49.5	64.5
TAACS						0							0	0
Fellows		0.5		0.5		1							0	1
IDIs						0							0	0
Subtotal	0	0.5	0	0.5	0	1	0	0	0	0	0	0	0	1
TOTAL WORKFORCE	6	3.5	1	3.5	2	16	1.5	14	27	4	0	3	49.5	65.5

FY 2001 Request	SO 1	SO 2	SPO1	SPO2	SPO3	SO/SpO	Org.	Fin.	Admin.	Con-		All	Total	Total
							Mgmt.	Mgmt	Mgmt	tract	Legal	Other	Mgmt.	Staff
OE Funded: 1/														
U.S. Direct Hire	1	1		1		3	1	1		1		1	4	7
Other U.S. Citizens						0	0.5		1				1.5	1.5
FSN/TCN Direct Hire						0							0	0
Other FSN/TCN	2	1		1		4		15	27	3		2	47	51
Subtotal	3	2	0	2	0	7	1.5	16	28	4	0	3	52.5	59.5
Program Funded 1/														
U.S. Citizens	1				1	2							0	2
FSNs/TCNs	2	1	1	1	1	6							0	6
Subtotal	3	1	1	1	2	8	0	0	0	0	0	0	0	8
Total Direct Workforce	6	3	1	3	2	15	1.5	16	28	4	0	3	52.5	67.5
TAACS						0							0	0
Fellows		0.5		0.5		1							0	1
IDIs						0							0	0
Subtotal	0	0.5	0	0.5	0	1	0	0	0	0	0	0	0	1
TOTAL WORKFORCE	6	3.5	1	3.5	2	16	1.5	16	28	4	0	3	52.5	68.5

1/ Excludes TAACS, Fellows, and IDIs

Operating Expense Narrative

USDH Staffing and Program Assumptions

Except for the FY01 Request level, all budgets reflect the current USDH staffing level of seven and the post-July 1997 program level of \$10 to \$20 million. The FY01 Request Budget assumes a resumption of full program activities and a corresponding OYB of \$40 million. To support the resumption of a full program, the FY01 Request Budget assumes an additional five USDH employees, bringing the total USDH staff to twelve. Until the expanded program takes shape, it is not possible to identify additional USDH positions required. Therefore, the increase is not shown on the workforce tables.

In addition to the USDH staff, the Mission also employs a USPSC EXO. A USPSC EXO is budgeted until FY01 when it is assumed a USDH EXO position will be authorized.

Office Move

For security reasons, USAID, in conjunction with the US Embassy, is planning to relocate within the next year. Several potential office sites are currently being assessed and various funding options are under review (purchase, long-term lease, etc.). Until a location and funding mechanism have been determined, budget implications will be uncertain. For purposes of the R4, we have assumed that the move will take place in FY00 and have estimated \$300,000 for annual lease expenses, \$205,000 for make-ready and moving expenses, and \$50,000 for ADP systems relocation costs. As indicated in the R4 budget table, the estimated annual lease cost at the new location is approximately \$200,000 more than under USAID's current lease agreement. While significant, such an increase in rental rates appears necessary to acquire the requisite improvements in office security and structure.

FSN Salary and Staffing Changes

In mid-fiscal year 1999, an across-the-board FSN salary increase of approximately 6% was effected. This was the second major increase in less than two years. These salary increases are extremely important for the Mission to keep up with the local market conditions and to retain and attract qualified FSN employees. Based on recent surveys conducted by the US Embassy, further wage adjustments are expected in FY00 and FY01 and have been budgeted accordingly.

In addition to a similar wage increase for residential security guards, residential security expenses will also increase due to an operational change. To enhance the security of all Americans and TCN employees and their families, the workweek for the residential guards was modified from 72 hours to 48 hours, resulting in an increase in the total number of security guards employed by the Mission. As shown in the R4 budget tables,

the combination of the salary and staffing changes has led to a substantial increase in residential security guard costs during this R4 reporting period.

ICASS

Due to a number of staffing and service revisions in FY99, USAID's ICASS charges have increased significantly from the previous year's R4 budget. The increase relates to 1) the modified FSN pay scale; 2) salary and staffing changes in the office guard force, which mirror the changes in residential guard force noted above; 3) the addition of two USDHs at post in FY99; 4) the consolidation of cashiering services; and 5) a significant rise in warehouse rental fees.

It is expected that the ICASS services and charges will change dramatically once the US Mission has moved to a new location. As the terms of the move are not yet known, the ICASS charges in the R4 for FY00 and FY01 are based on the FY99 figure, adjusting for inflation and known staffing changes.

Value Added Tax (VAT)

On January 1, 1999 a 10% VAT was instituted in Cambodia on most goods and services. The budgetary implications of the tax, however, remain unclear as numerous operational details have not been determined or clarified by the Ministry of Taxation and many vendors have not yet implemented the tax.

The US Mission has been advised that it will receive reimbursement for VAT paid on goods but not on services. The US Mission is required to pay the tax to the vendors and then seek reimbursement from the Ministry of Taxation. To accommodate for uncertainties in the tax process, non-refundable VAT payments, as well as delays in receiving refunds beyond the end of fiscal year, increases in the cost of some locally procured goods and services have been incorporated into the R4 budget.

Cost Savings Measures

During the past year, the Mission has identified and implemented such OE cost savings measures as: combining administrative services under ICASS, developing methods to appropriately allocate shared costs between OE and project funds, and closely monitoring office and residential utility costs. Additional long-term cost savings measures are being sought through the expanded use of the VSAT system and the provision of in-house training versus local or offshore training.

Target versus Request

As described above, the Mission anticipates additional moving, office rental and security guard related costs in FY00 and FY01 estimated at \$482,000 and \$242,000, respectively. Except for these costs, the R4 budget figures for 1999 (Target and Request), 2000 (Target and Request) and 2001 (Target) are within the Mission's current annual OE allowance of

\$2,715,000. As mentioned above, the FY01 Request Budget assumes a renewed program level of \$40 million and has therefore incorporated the associated staffing and related costs needed to support an expanded program. It should be noted that the FY01 Request Budget includes some remarkably high amounts for equipment, furniture, travel and transportation. These costs would be necessary during the first year of an expanded program to accommodate a larger USDH workforce.

Trust Funds and FSN Separation Fund

As USAID/Cambodia does not maintain a local currency trust fund and the local compensation plan does not provide for voluntary separation benefits, we have not included the Trust Funds and FSN Separation Fund Table.

Operating Expenses

Org. Title: USAID/Cambodia Org. No: 23442 OC		Overseas Mission Budgets														
		FY 1999 Estimate			FY 2000 Target			FY 2000 Request			FY 2001 Target			FY 2001 Request		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
11.1	Personnel compensation, full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.1	Base Pay & pymt. for annual leave balances - FNDH			0			0			0			0			0
	Subtotal OC 11.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.3	Personnel comp. - other than full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.3	Base Pay & pymt. for annual leave balances - FNDH			0			0			0			0			0
	Subtotal OC 11.3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.5	Other personnel compensation	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.5	USDH			0			0			0			0			0
11.5	FNDH			0			0			0			0			0
	Subtotal OC 11.5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.8	Special personal services payments	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.8	USPSC Salaries	140.4		140.4	123.5		123.5	123.5		123.5	105.6		105.6	105.6		105.6
11.8	FN PSC Salaries	526.5		526.5	506.7		506.7	506.7		506.7	529.4		529.4	567.4		567.4
11.8	IPA/Details-In/PASAs/RSSAs Salaries			0			0			0			0			0
	Subtotal OC 11.8	666.9	0	666.9	630.2	0	630.2	630.2	0	630.2	635	0	635	673	0	673
12.1	Personnel benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	USDH benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	Educational Allowances			0	10		10	10		10	10		10	75		75
12.1	Cost of Living Allowances			0			0			0			0			0
12.1	Home Service Transfer Allowances	0.4		0.4	0.4		0.4	0.4		0.4			0			0
12.1	Quarters Allowances			0			0			0			0			0
12.1	Other Misc. USDH Benefits	11.5		11.5	5.3		5.3	5.3		5.3	4.8		4.8	14.9		14.9
12.1	FNDH Benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	** Payments to FSN Voluntary Separation Fund - FNDH			0			0			0			0			0
12.1	Other FNDH Benefits			0			0			0			0			0
12.1	US PSC Benefits	55.6		55.6	36.3		36.3	36.3		36.3	46.3		46.3	46.3		46.3
12.1	FN PSC Benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	** Payments to the FSN Voluntary Separation Fund - FN PSC			0			0			0			0			0
12.1	Other FN PSC Benefits	139.5		139.5	189.5		189.5	189.5		189.5	175.1		175.1	180.7		180.7
12.1	IPA/Detail-In/PASA/RSSA Benefits			0			0			0			0			0
	Subtotal OC 12.1	207	0	207	241.5	0	241.5	241.5	0	241.5	236.2	0	236.2	316.9	0	316.9
13.0	Benefits for former personnel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13.0	FNDH	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13.0	Severance Payments for FNDH			0			0			0			0			0
13.0	Other Benefits for Former Personnel - FNDH			0			0			0			0			0
13.0	FN PSCs	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13.0	Severance Payments for FN PSCs			0			0			0			0			0
13.0	Other Benefits for Former Personnel - FN PSCs			0			0			0			0			0
	Subtotal OC 13.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21.0	Travel and transportation of persons	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21.0	Training Travel	30		30	25		25	25		25	20		20	20		20
21.0	Mandatory/Statutory Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		

Operating Expenses

Org. Title: Org. No: OC		USAID/Cambodia 23442		Overseas Mission Budgets														
				FY 1999 Estimate			FY 2000 Target			FY 2000 Request			FY 2001 Target			FY 2001 Request		
				Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
21.0	Post Assignment Travel - to field	6		6	25		25	25		25	17.3		17.3	41.4		41.4		
21.0	Assignment to Washington Travel	4.5		4.5	2		2	2		2	0		0	0		0		
21.0	Home Leave Travel	6		6	6		6	6		6	11.5		11.5	11.5		11.5		
21.0	R & R Travel	6		6	6		6	6		6	12		12	12		12		
21.0	Education Travel	3		3	3		3	3		3	6		6	10		10		
21.0	Evacuation Travel			0			0			0			0			0		
21.0	Retirement Travel			0			0			0			0			0		
21.0	Pre-Employment Invitational Travel			0			0			0			0			0		
21.0	Other Mandatory/Statutory Travel	10		10	5		5	5		5	5		5	10		10		
21.0	Operational Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line				
21.0	Site Visits - Headquarters Personnel	10		10	5		5	5		5	5		5	10		10		
21.0	Site Visits - Mission Personnel	50		50	50		50	50		50	50		50	70		70		
21.0	Conferences/Seminars/Meetings/Retreats	20		20	20		20	20		20	20		20	25		25		
21.0	Assessment Travel			0			0			0			0			0		
21.0	Impact Evaluation Travel			0			0			0			0			0		
21.0	Disaster Travel (to respond to specific disasters)			0			0			0			0			0		
21.0	Recruitment Travel			0			0			0			0			0		
21.0	Other Operational Travel	20		20	20		20	20		20	20		20	25		25		
Subtotal OC 21.0		165.5	0	165.5	167	0	167	167	0	167	166.8	0	166.8	234.9	0	234.9		
22.0	Transportation of things	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line				
22.0	Post assignment freight	45		45	75		75	75		75	45		45	96		96		
22.0	Home Leave Freight	2.2		2.2	3.8		3.8	3.8		3.8	5.3		5.3	5.3		5.3		
22.0	Retirement Freight			0			0			0			0			0		
22.0	Transportation/Freight for Office Furniture/Equip.	28		28	29		29	29		29	21		21	29.8		29.8		
22.0	Transportation/Freight for Res. Furniture/Equip.	3		3	9		9	9		9	4.5		4.5	11.3		11.3		
Subtotal OC 22.0		78.2	0	78.2	116.8	0	116.8	116.8	0	116.8	75.8	0	75.8	142.4	0	142.4		
23.2	Rental payments to others	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line				
23.2	Rental Payments to Others - Office Space	94.8		94.8	300		300	300		300	300		300	342		342		
23.2	Rental Payments to Others - Warehouse Space			0			0			0			0			0		
23.2	Rental Payments to Others - Residences	271.2		271.2	256.3		256.3	256.3		256.3	260.8		260.8	380.8		380.8		
Subtotal OC 23.2		366	0	366	556.3	0	556.3	556.3	0	556.3	560.8	0	560.8	722.8	0	722.8		
23.3	Communications, utilities, and miscellaneous charges	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line				
23.3	Office Utilities	15		15	16.5		16.5	16.5		16.5	18.2		18.2	20.7		20.7		
23.3	Residential Utilities	125		125	112.9		112.9	112.9		112.9	121		121	176		176		
23.3	Telephone Costs	45.1		45.1	49.6		49.6	49.6		49.6	54.6		54.6	56.6		56.6		
23.3	ADP Software Leases			0			0			0			0			0		
23.3	ADP Hardware Lease			0			0			0			0			0		
23.3	Commercial Time Sharing			0			0			0			0			0		
23.3	Postal Fees (Other than APO Mail)	1		1	1.1		1.1	1.1		1.1	1.2		1.2	1.3		1.3		
23.3	Other Mail Service Costs			0			0			0			0			0		
23.3	Courier Services	2.5		2.5	2.8		2.8	2.8		2.8	3.1		3.1	3.2		3.2		
Subtotal OC 23.3		188.6	0	188.6	182.9	0	182.9	182.9	0	182.9	198.1	0	198.1	257.8	0	257.8		
24.0	Printing and Reproduction			0			0			0			0			0		
Subtotal OC 24.0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

Operating Expenses

Org. Title: USAID/Cambodia Org. No: 23442 OC		Overseas Mission Budgets														
		FY 1999 Estimate			FY 2000 Target			FY 2000 Request			FY 2001 Target			FY 2001 Request		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
25.1	Advisory and assistance services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.1	Studies, Analyses, & Evaluations			0			0			0			0			0
25.1	Management & Professional Support Services	6		6			0			0	0		0	5		5
25.1	Engineering & Technical Services			0			0			0			0			0
	Subtotal OC 25.1	6	0	6	0	0	0	0	0	0	0	0	0	5	0	5
25.2	Other services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.2	Office Security Guards			0			0			0			0			0
25.2	Residential Security Guard Services	209.2		209.2	201.6		201.6	201.6		201.6	216.6		216.6	315		315
25.2	Official Residential Expenses			0			0			0			0			0
25.2	Representation Allowances	0.8		0.8	1.2		1.2	1.2		1.2	1.2		1.2	1.5		1.5
25.2	Non-Federal Audits			0			0			0			0			0
25.2	Grievances/Investigations			0			0			0			0			0
25.2	Insurance and Vehicle Registration Fees	2.2		2.2	2.4		2.4	2.4		2.4	2.7		2.7	2.7		2.7
25.2	Vehicle Rental			0			0			0			0			0
25.2	Manpower Contracts	176.8		176.8	190.2		190.2	190.2		190.2	204.5		204.5	204.5		204.5
25.2	Records Declassification & Other Records Services			0			0			0			0			0
25.2	Recruiting activities			0			0			0			0			0
25.2	Penalty Interest Payments			0			0			0			0			0
25.2	Other Miscellaneous Services	10		10	5		5	5		5	5		5	5		5
25.2	Staff training contracts	55		55	50		50	50		50	40		40	40		40
25.2	ADP related contracts			0			0			0			0			0
	Subtotal OC 25.2	454	0	454	450.4	0	450.4	450.4	0	450.4	470	0	470	568.7	0	568.7
25.3	Purchase of goods and services from Government accounts	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.3	ICASS	273.9		273.9	300		300	300		300	330		330	377.1		377.1
25.3	All Other Services from Other Gov't. accounts			0			0			0			0			0
	Subtotal OC 25.3	273.9	0	273.9	300	0	300	300	0	300	330	0	330	377.1	0	377.1
25.4	Operation and maintenance of facilities	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.4	Office building Maintenance	10		10	11		11	11		11	12.1		12.1	13.8		13.8
25.4	Residential Building Maintenance	20		20	10		10	10		10	11		11	20		20
	Subtotal OC 25.4	30	0	30	21	0	21	21	0	21	23.1	0	23.1	33.8	0	33.8
25.7	Operation/maintenance of equipment & storage of goods	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.7	ADP and telephone operation and maintenance costs	5		5	5.5		5.5	5.5		5.5	6.1		6.1	6.9		6.9
25.7	Storage Services			0			0			0			0			0
25.7	Office Furniture/Equip. Repair and Maintenance	5		5	5.5		5.5	5.5		5.5	6.1		6.1	6.9		6.9
25.7	Vehicle Repair and Maintenance	5		5	5.5		5.5	5.5		5.5	6.1		6.1	6.9		6.9
25.7	Residential Furniture/Equip. Repair and Maintenance	5		5	5.5		5.5	5.5		5.5	6.1		6.1	8.8		8.8
	Subtotal OC 25.7	20	0	20	22	0	22	22	0	22	24.4	0	24.4	29.5	0	29.5
25.8	Subsistence & spt. of persons (by contract or Gov't.)			0			0			0			0			0
	Subtotal OC 25.8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26.0	Supplies and materials	78.9		78.9	78.9		78.9	78.9		78.9	78.8		78.8	87.8		87.8

Operating Expenses

Org. Title: USAID/Cambodia		Overseas Mission Budgets														
Org. No: 23442		FY 1999 Estimate			FY 2000 Target			FY 2000 Request			FY 2001 Target			FY 2001 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
	Subtotal OC 26.0	78.9	0	78.9	78.9	0	78.9	78.9	0	78.9	78.8	0	78.8	87.8	0	87.8
31.0	Equipment	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
31.0	Purchase of Residential Furniture/Equip.	20		20	60		60	60		60	30		30	75		75
31.0	Purchase of Office Furniture/Equip.	10		10	60		60	60		60	30		30	55		55
31.0	Purchase of Vehicles	30		30			0			0	30		30	30		30
31.0	Purchase of Printing/Graphics Equipment			0			0			0			0			0
31.0	ADP Hardware purchases	55		55	80		80	80		80	30		30	52		52
31.0	ADP Software purchases	55		55	20		20	20		20	30		30	33		33
	Subtotal OC 31.0	170	0	170	220	0	220	220	0	220	150	0	150	245	0	245
32.0	Lands and structures	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
32.0	Purchase of Land & Buildings (& bldg. construction)			0			0			0			0			0
32.0	Purchase of fixed equipment for buildings			0			0			0			0			0
32.0	Building Renovations/Alterations - Office	5		5	205		205	205		205	3		3	3		3
32.0	Building Renovations/Alterations - Residential	5		5	5		5	5		5	5		5	7.3		7.3
	Subtotal OC 32.0	10	0	10	210	0	210	210	0	210	8	0	8	10.3	0	10.3
42.0	Claims and indemnities			0			0			0			0			0
	Subtotal OC 42.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL BUDGET		2715	0	2715	3197	0	3197	3197	0	3197	2957	0	2957	3705	0	3705
25.6	Medical Care	0		0	0		0	0		0	0		0	0		0
Additional Mandatory Information																
	Dollars Used for Local Currency Purchases	N/A			N/A			N/A			N/A			N/A		
	Exchange Rate Used in Computations	N/A	N/A		N/A	N/A		N/A	N/A		N/A	N/A		N/A	N/A	

** If data is shown on either of these lines, you MUST submit the form showing deposits to and withdrawals from the FSN Voluntary Separation Fund.
 On that form, OE funded deposits must equal: 0 0 0 0 0

Controller Operations

Org. Title: USAID/Cambodia Org. No: 23442 OC		Overseas Mission Budgets														
		FY 1999 Estimate			FY 2000 Target			FY 2000 Request			FY 2001 Target			FY 2001 Request		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
11.1	Personnel compensation, full-time permanent	Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this		
11.1	Base Pay & pymt. for annual leave balances - FNDH			0			0			0			0			0
	Subtotal OC 11.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.3	Personnel comp. - other than full-time permanent	Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this		
11.3	Base Pay & pymt. for annual leave balances - FNDH			0			0			0			0			0
	Subtotal OC 11.3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.5	Other personnel compensation	Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this		
11.5	USDH			0			0			0			0			0
11.5	FNDH			0			0			0			0			0
	Subtotal OC 11.5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.8	Special personal services payments	Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this		
11.8	USPSC Salaries	23.4		23.4			0			0			0			0
11.8	FN PSC Salaries	127.7		127.7	100.7		100.7	100.7		100.7	104.2		104.2	124.1		124.1
11.8	IPA/Details-In/PASAs/RSSAs Salaries			0			0			0			0			0
	Subtotal OC 11.8	151.1	0	151.1	100.7	0	100.7	100.7	0	100.7	104.2	0	104.2	124.1	0	124.1
12.1	Personnel benefits	Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this		
12.1	USDH benefits	Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this		
12.1	Educational Allowances			0	1.4		1.4	1.4		1.4	1.4		1.4	6.3		6.3
12.1	Cost of Living Allowances			0			0			0			0			0
12.1	Home Service Transfer Allowances			0			0			0			0			0
12.1	Quarters Allowances			0			0			0			0			0
12.1	Other Misc. USDH Benefits	1.1		1.1	0.4		0.4	0.4		0.4	1.1		1.1	1.5		1.5
12.1	FNDH Benefits	Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this		
12.1	** Payments to FSN Voluntary Separation Fund - FNDH			0			0			0			0			0
12.1	Other FNDH Benefits			0			0			0			0			0
12.1	US PSC Benefits	15.6		15.6			0			0			0			0
12.1	FN PSC Benefits	Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this		
12.1	** Payments to the FSN Voluntary Separation Fund - FN PSC			0			0			0			0			0
12.1	Other FN PSC Benefits	44.3		44.3	81		81	81		81	47.8		47.8	51.1		51.1
12.1	IPA/Detail-In/PASA/RSSA Benefits			0			0			0			0			0
	Subtotal OC 12.1	61	0	61	82.8	0	82.8	82.8	0	82.8	50.3	0	50.3	58.9	0	58.9
13.0	Benefits for former personnel	Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this		
13.0	FNDH	Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this		
13.0	Severance Payments for FNDH			0			0			0			0			0
13.0	Other Benefits for Former Personnel - FNDH			0			0			0			0			0
13.0	FN PSCs	Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this		
13.0	Severance Payments for FN PSCs			0			0			0			0			0
13.0	Other Benefits for Former Personnel - FN PSCs			0			0			0			0			0
	Subtotal OC 13.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21.0	Travel and transportation of persons	Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this		
21.0	Training Travel	5.7		5.7	4.5		4.5	4.5		4.5	3.6		3.6	3.8		3.8
21.0	Mandatory/Statutory Travel	Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this			Do not enter data on this		
21.0	Post Assignment Travel - to field	6		6	0		0			0	6		6	6		6
21.0	Assignment to Washington Travel	3		3			0			0			0			0
21.0	Home Leave Travel			0			0			0	4.6		4.6	4.6		4.6
21.0	R & R Travel			0	3		3	3		3			0			0
21.0	Education Travel			0			0			0	2		2	2		2

Controller Operations

Org. Title: USAID/Cambodia Org. No: 23442 OC		Overseas Mission Budgets														
		FY 1999 Estimate			FY 2000 Target			FY 2000 Request			FY 2001 Target			FY 2001 Request		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
21.0	Evacuation Travel			0			0			0			0			0
21.0	Retirement Travel			0			0			0			0			0
21.0	Pre-Employment Invitational Travel			0			0			0			0			0
21.0	Other Mandatory/Statutory Travel	1.7		1.7	0.7		0.7	0.7		0.7	0.7		0.7	0.8		0.8
21.0	Operational Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21.0	Site Visits - Headquarters Personnel			0			0			0			0			0
21.0	Site Visits - Mission Personnel	4.7		4.7	4.5		4.5	4.5		4.5	4.5		4.5	6.6		6.6
21.0	Conferences/Seminars/Meetings/Retreats	3.8		3.8	3.6		3.6	3.6		3.6	3.6		3.6	4.7		4.7
21.0	Assessment Travel			0			0			0			0			0
21.0	Impact Evaluation Travel			0			0			0			0			0
21.0	Disaster Travel (to respond to specific disasters)			0			0			0			0			0
21.0	Recruitment Travel			0			0			0			0			0
21.0	Other Operational Travel	3.8		3.8	3.6		3.6	3.6		3.6	3.6		3.6	4.7		4.7
Subtotal OC 21.0		28.7	0	28.7	19.9	0	19.9	19.9	0	19.9	28.6	0	28.6	33.2	0	33.2
22.0	Transportation of things	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
22.0	Post assignment freight	30		30			0			0	15		15	15		15
22.0	Home Leave Freight			0			0			0	2.3		2.3	2.3		2.3
22.0	Retirement Freight			0			0			0			0			0
22.0	Transportation/Freight for Office Furniture/Equip.	5.3		5.3	5.2		5.2	5.2		5.2	3.8		3.8	5.6		5.6
22.0	Transportation/Freight for Res. Furniture/Equip.	0.6		0.6	1.7		1.7	1.7		1.7	0.8		0.8	1.4		1.4
Subtotal OC 22.0		35.9	0	35.9	6.9	0	6.9	6.9	0	6.9	21.9	0	21.9	24.3	0	24.3
23.2	Rental payments to others	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.2	Rental Payments to Others - Office Space	18		18	53.6		53.6	53.6		53.6	53.6		53.6	64.1		64.1
23.2	Rental Payments to Others - Warehouse Space			0			0			0			0			0
23.2	Rental Payments to Others - Residences	48		48	49.7		49.7	49.7		49.7	49.7		49.7	49.7		49.7
Subtotal OC 23.2		66	0	66	103.3	0	103.3	103.3	0	103.3	103.3	0	103.3	113.8	0	113.8
23.3	Communications, utilities, and miscellaneous charges	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.3	Office Utilities	2.8		2.8	2.9		2.9	2.9		2.9	3.2		3.2	3.9		3.9
23.3	Residential Utilities	25		25	21		21	21		21	22		22	22		22
23.3	Telephone Costs	8.6		8.6	8.9		8.9	8.9		8.9	9.7		9.7	10.6		10.6
23.3	ADP Software Leases			0			0			0			0			0
23.3	ADP Hardware Lease			0			0			0			0			0
23.3	Commercial Time Sharing			0			0			0			0			0
23.3	Postal Fees (Other than APO Mail)	0.2		0.2	0.2		0.2	0.2		0.2	0.2		0.2	0.2		0.2
23.3	Other Mail Service Costs			0			0			0			0			0
23.3	Courier Services	0.5		0.5	0.5		0.5	0.5		0.5	0.5		0.5	0.6		0.6
Subtotal OC 23.3		37.1	0	37.1	33.5	0	33.5	33.5	0	33.5	35.6	0	35.6	37.3	0	37.3
24.0	Printing and Reproduction			0			0			0			0			0
Subtotal OC 24.0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.1	Advisory and assistance services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.1	Studies, Analyses, & Evaluations			0			0			0			0			0
25.1	Management & Professional Support Services	1.1		1.1			0			0	0		0	0.9		0.9
25.1	Engineering & Technical Services			0			0			0			0			0
Subtotal OC 25.1		1.1	0	1.1	0	0	0	0	0	0	0	0	0	0.9	0	0.9
25.2	Other services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.2	Office Security Guards			0			0			0			0			0
25.2	Residential Security Guard Services	41.8		41.8	37.5		37.5	37.5		37.5	39.4		39.4	39.4		39.4

Controller Operations

Org. Title: USAID/Cambodia Org. No: 23442 OC		Overseas Mission Budgets														
		FY 1999 Estimate			FY 2000 Target			FY 2000 Request			FY 2001 Target			FY 2001 Request		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
25.2	Official Residential Expenses			0			0			0			0			0
25.2	Representation Allowances			0			0			0			0			0
25.2	Non-Federal Audits			0			0			0			0			0
25.2	Grievances/Investigations			0			0			0			0			0
25.2	Insurance and Vehicle Registration Fees	0.4		0.4	0.4		0.4	0.4		0.4	0.5		0.5	0.5		0.5
25.2	Vehicle Rental			0			0			0			0			0
25.2	Manpower Contracts	33.5		33.5	34		34	34		34	36.5		36.5	38.3		38.3
25.2	Records Declassification & Other Records Services			0			0			0			0			0
25.2	Recruiting activities			0			0			0			0			0
25.2	Penalty Interest Payments			0			0			0			0			0
25.2	Other Miscellaneous Services			0			0			0			0			0
25.2	Staff training contracts	10.4		10.4	8.9		8.9	8.9		8.9	7.1		7.1	7.5		7.5
25.2	ADP related contracts			0			0			0			0			0
	Subtotal OC 25.2	86.1	0	86.1	80.8	0	80.8	80.8	0	80.8	83.5	0	83.5	85.7	0	85.7
25.3	Purchase of goods and services from Government accounts	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.3	ICASS	51.9		51.9	53.6		53.6	53.6		53.6	58.9		58.9	70.7		70.7
25.3	All Other Services from Other Gov't. accounts			0			0			0			0			0
	Subtotal OC 25.3	51.9	0	51.9	53.6	0	53.6	53.6	0	53.6	58.9	0	58.9	70.7	0	70.7
25.4	Operation and maintenance of facilities	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.4	Office building Maintenance	1.9		1.9	2		2	2		2	2.2		2.2	2.6		2.6
25.4	Residential Building Maintenance	1.5		1.5	1.9		1.9	1.9		1.9	2		2	2.5		2.5
	Subtotal OC 25.4	3.4	0	3.4	3.9	0	3.9	3.9	0	3.9	4.2	0	4.2	5.1	0	5.1
25.7	Operation/maintenance of equipment & storage of goods	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.7	ADP and telephone operation and maintenance costs	0.9		0.9	1		1	1		1	1.1		1.1	1.3		1.3
25.7	Storage Services			0			0			0			0			0
25.7	Office Furniture/Equip. Repair and Maintenance	0.9		0.9	1		1	1		1	1.1		1.1	1.3		1.3
25.7	Vehicle Repair and Maintenance	0.9		0.9	1		1	1		1	1.1		1.1	1.3		1.3
25.7	Residential Furniture/Equip. Repair and Maintenance	1		1	1		1	1		1	1.1		1.1	1.1		1.1
	Subtotal OC 25.7	3.7	0	3.7	4	0	4	4	0	4	4.4	0	4.4	5	0	5
25.8	Subsistence & spt. of persons (by contract or Gov't.)			0			0			0			0			0
	Subtotal OC 25.8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26.0	Supplies and materials	15		15	14.1		14.1	14.1		14.1	14.2		14.2	16.5		16.5
	Subtotal OC 26.0	15	0	15	14.1	0	14.1	14.1	0	14.1	14.2	0	14.2	16.5	0	16.5
31.0	Equipment	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
31.0	Purchase of Residential Furniture/Equip.	4		4	11.2		11.2	11.2		11.2	5.5		5.5	9.4		9.4
31.0	Purchase of Office Furniture/Equip.	1.9		1.9	10.7		10.7	10.7		10.7	5.4		5.4	10.3		10.3
31.0	Purchase of Vehicles	5.7		5.7			0			0	5.4		5.4	5.6		5.6
31.0	Purchase of Printing/Graphics Equipment			0			0			0			0			0
31.0	ADP Hardware purchases	10.5		10.5	14.3		14.3	14.3		14.3	5.4		5.4	9.8		9.8
31.0	ADP Software purchases	10.5		10.5	3.6		3.6	3.6		3.6	5.4		5.4	6.2		6.2
	Subtotal OC 31.0	32.6	0	32.6	39.8	0	39.8	39.8	0	39.8	27.1	0	27.1	41.3	0	41.3
32.0	Lands and structures	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
32.0	Purchase of Land & Buildings (& bldg. construction)			0			0			0			0			0
32.0	Purchase of fixed equipment for buildings			0			0			0			0			0
32.0	Building Renovations/Alterations - Office	0.9		0.9	36.6		36.6	36.6		36.6	0.5		0.5	0.6		0.6
32.0	Building Renovations/Alterations - Residential	1		1	0.9		0.9	0.9		0.9	0.9		0.9	0.9		0.9

Controller Operations

Org. Title: USAID/Cambodia Org. No: 23442 OC		Overseas Mission Budgets														
		FY 1999 Estimate			FY 2000 Target			FY 2000 Request			FY 2001 Target			FY 2001 Request		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
Subtotal OC 32.0		1.9	0	1.9	37.5	0	37.5	37.5	0	37.5	1.4	0	1.4	1.5	0	1.5
42.0	Claims and indemnities			0			0			0			0			0
Subtotal OC 42.0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL BUDGET		575.5	0	575.5	580.8	0	580.8	580.8	0	580.8	537.6	0	537.6	618.3	0	618.3
25.6	Medical Care	0		0	0		0	0		0	0		0	0		0

Additional Mandatory Information

Dollars Used for Local Currency Purchases	<u>N/A</u>		<u>N/A</u>		<u>N/A</u>		<u>N/A</u>		<u>N/A</u>		<u>N/A</u>		<u>N/A</u>		<u>N/A</u>	
Exchange Rate Used in Computations	<u>N/A</u>	<u>N/A</u>		<u>N/A</u>	<u>N/A</u>		<u>N/A</u>	<u>N/A</u>		<u>N/A</u>	<u>N/A</u>		<u>N/A</u>	<u>N/A</u>		<u>N/A</u>

** If data is shown on either of these lines, you MUST submit the form showing deposits to and withdrawals from the FSN Voluntary Separation Fund.
On that form, OE funded deposits must equal: 0 0 0 0 0

ANNEXES

UPDATED RESULTS FRAMEWORKS

SO 1: STRENGTHENED DEMOCRATIC PROCESSES AND RESPECT FOR HUMAN RIGHTS

- IR 1: Citizens' rights upheld through courts and dispute resolution mechanisms
- IR 2: System established for transparent, multi-party elections
- IR 3: Strengthened outreach and impact of human rights organizations

SO 2: IMPROVED MATERNAL AND CHILD HEALTH

- IR 1: Leadership for quality maternal and child health assumed by the public sector
- IR 2: Improved service delivery in the public and private sectors
- IR 3: Improved MCH commodity accessibility and rational management

SPO 1: ENHANCED ASSISTANCE FOR WAR AND MINE VICTIMS

- IR 1: Increased access to rehabilitation care and job training
- IR 2: Functional coordinating and training mechanisms established in government agencies and NGOs

SPO 2: REDUCED TRANSMISSION OF STI/HIV AMONG HIGH-RISK POPULATIONS

- IR 1: Policy makers are informed about the HIV/AIDS epidemic in Cambodia
- IR 2: Quality IEC delivery program for high-risk populations piloted and replicated in selected provinces
- IR 3: Model service delivery program for high-risk populations piloted and replicated in selected provinces

SPO 3: EXPANDED ACCESS TO SUSTAINABLE FINANCIAL SERVICES

- IR 1: Increased access of the rural poor to credit and savings facilities
- IR 2: Increased self-sufficiency of microfinance institutions
- IR 3: An enhanced enabling environment in which microfinance institutions operate

ENVIRONMENTAL IMPACT

The Mission does not anticipate any major initial environmental examinations (IEEs) in FY 2000. The IEEs that are associated with the activities planned under the budget requested in this R4 are expected to continue to be subject to approval under the following classes of categorical exclusions : 1) programs involving education, technical assistance, or training; 2) programs involving nutrition, health care, or population and family planning services; 3) programs of maternal or child health care; and 4) programs supporting intermediate credit institutions when the objective is to assist in the capitalization of the institution or part thereof.

All of the activities that are currently funded by the Mission are in compliance with their IEEs.